2025-29 Strategic Plan

Building a Pan-European multi-molecule infrastructure player



January 22nd, 2025



Agenda



Energy context evolution



Snam: the largest European gas infrastructure player



Our strategy: Building a pan-European multi-molecule infrastructure player



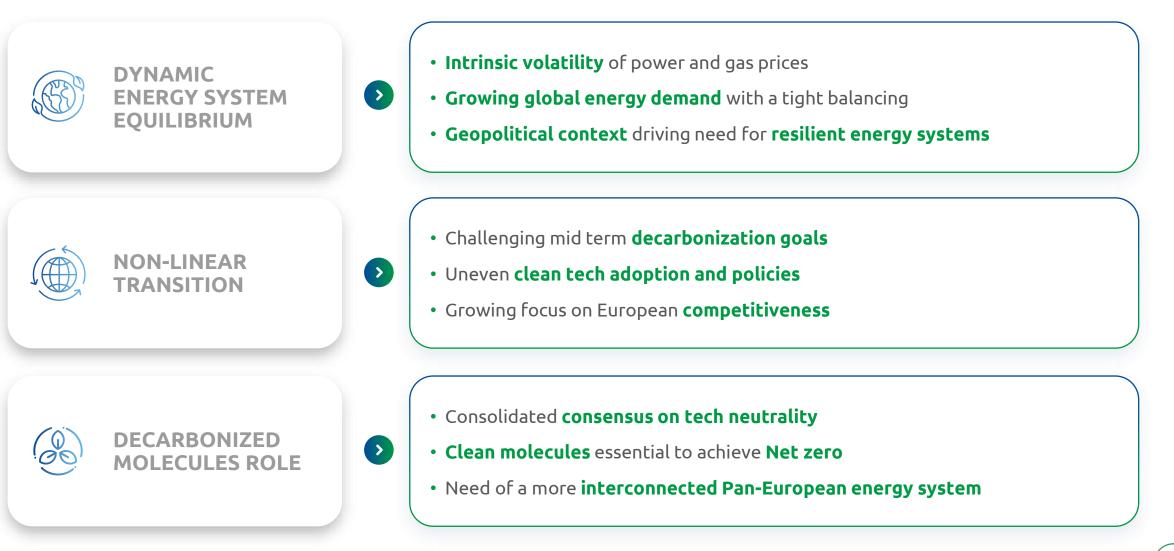
Business Plan projections

Vision to 2034 and Beyond. Closing remarks



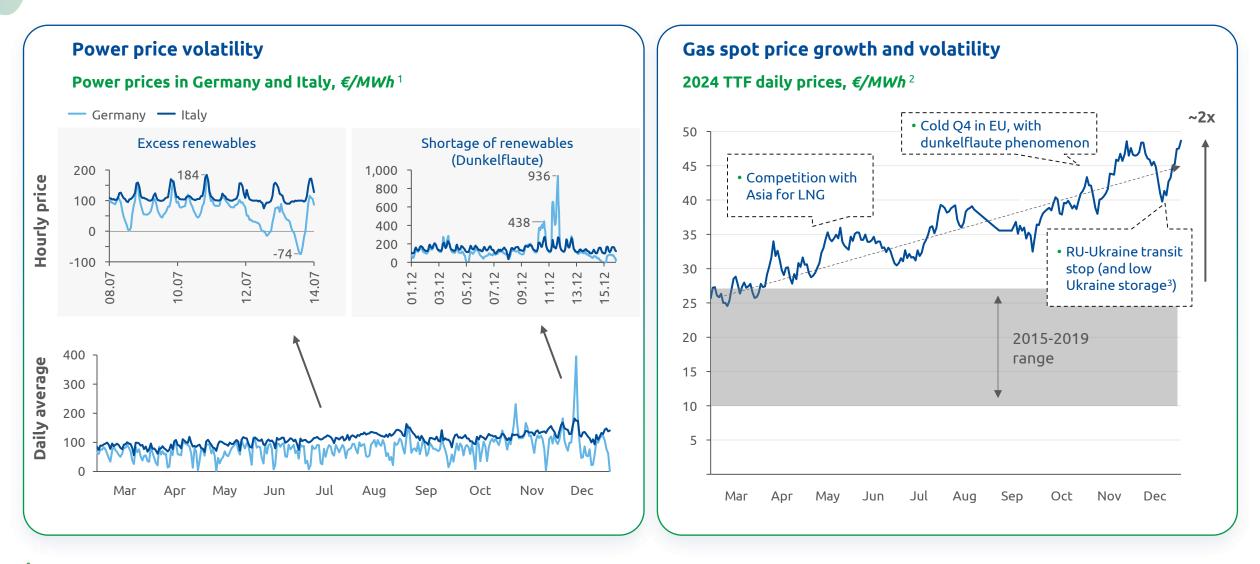
Key drivers shaping the energy landscape confirmed





Uncertainty and volatility influencing energy markets



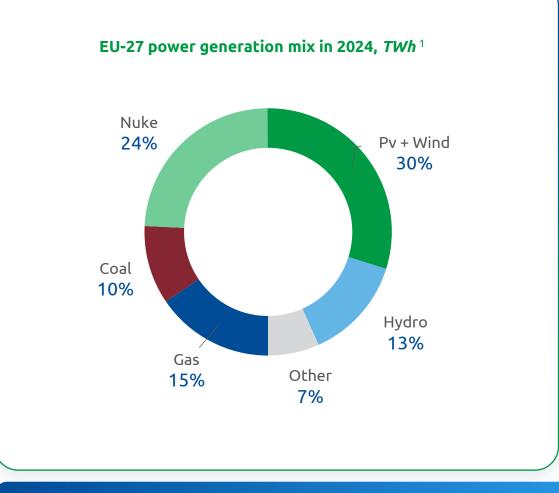


^{1.} LSEG

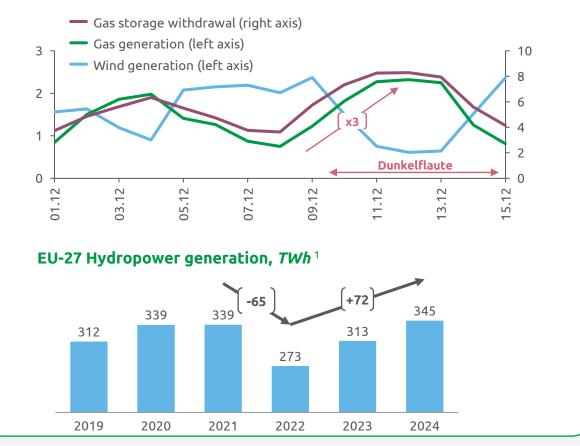
- 2. ICIS
- 3. Ukraine storage level was 16% on 31/12/2024 vs 27% last year (GIE)

Power sector is not transitioning linearly





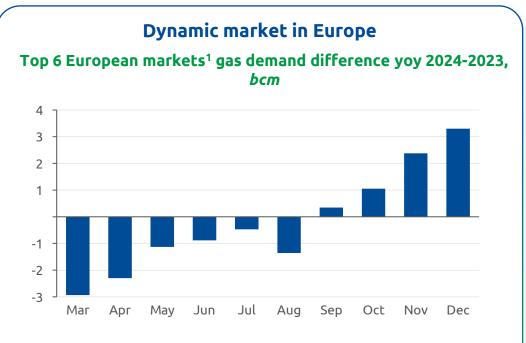
EU27 wind and gas-fired generation against gas storage withdrawal, TWh^2



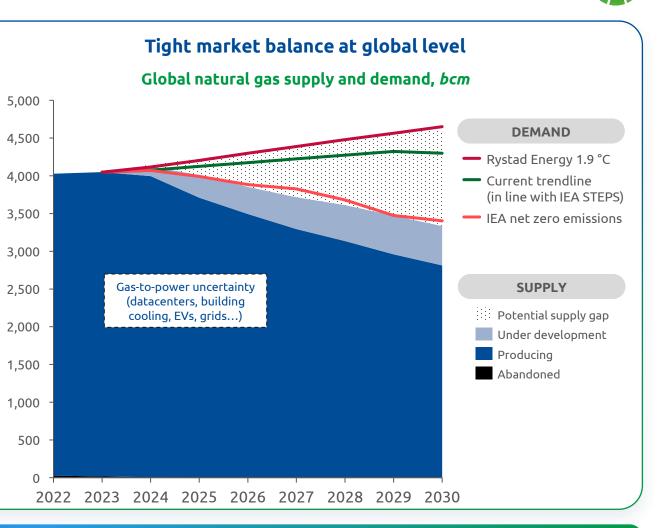
Less predictable power market emphasized gas storage essential flexibility

Gas market remaining on a tight balance





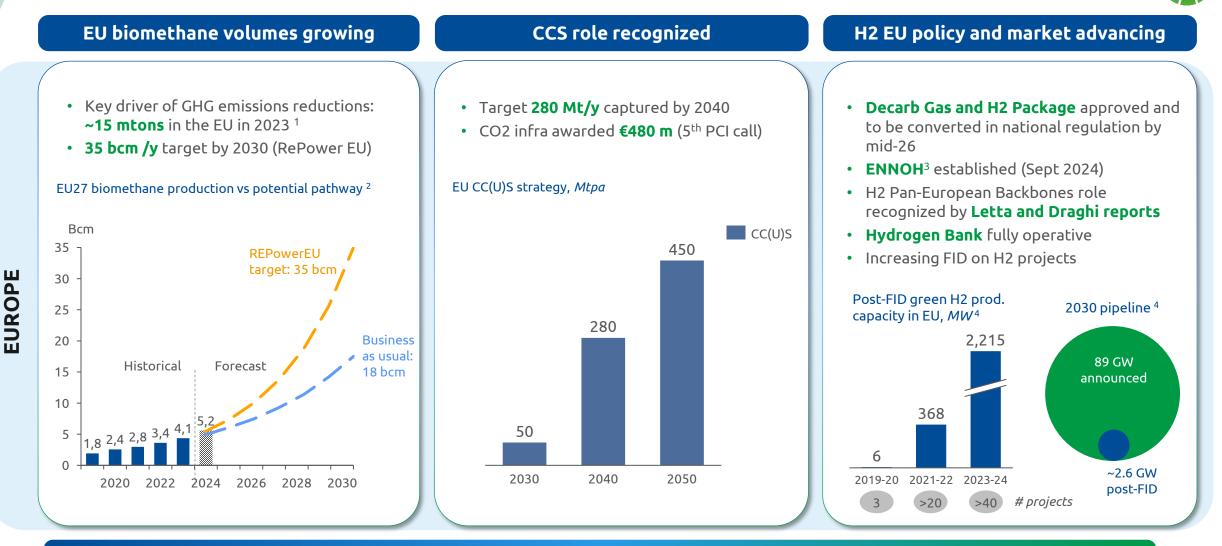
- Demand growth in fall/winter due to cold weather and flexibility need of power market
- EU import from Russia (pipe + LNG) regained share in 2024 totalling 58 bcm, while LNG import (RoW) share reduced from 39% to 31% in 2024
- EU gas **storage** filling level **72%** (31/12/2024) vs 86% in 2023



Resilient and well dimensioned molecule infrastructure to cope with global market volatility

Green & decarbonized molecules rising to meet EU policy ambition

to inspire the world



Infrastructure a key enabler of decarbonized molecules scale up

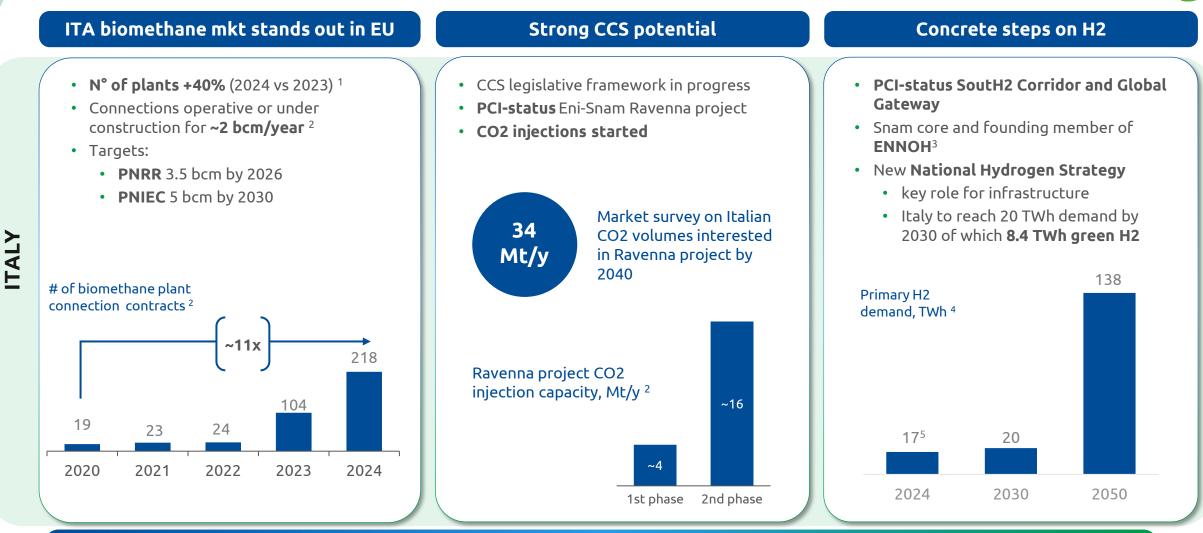
EBA
 Snam analysis based on EBA, Global Gas Report 2024

3. European Network of Network Operators for Hydrogen

4. Snam analysis based on BNEF data

Italy enjoys a strong position in green and decarbonized molecules





Supporting the national development of green and decarbonized molecules and their ecosystem

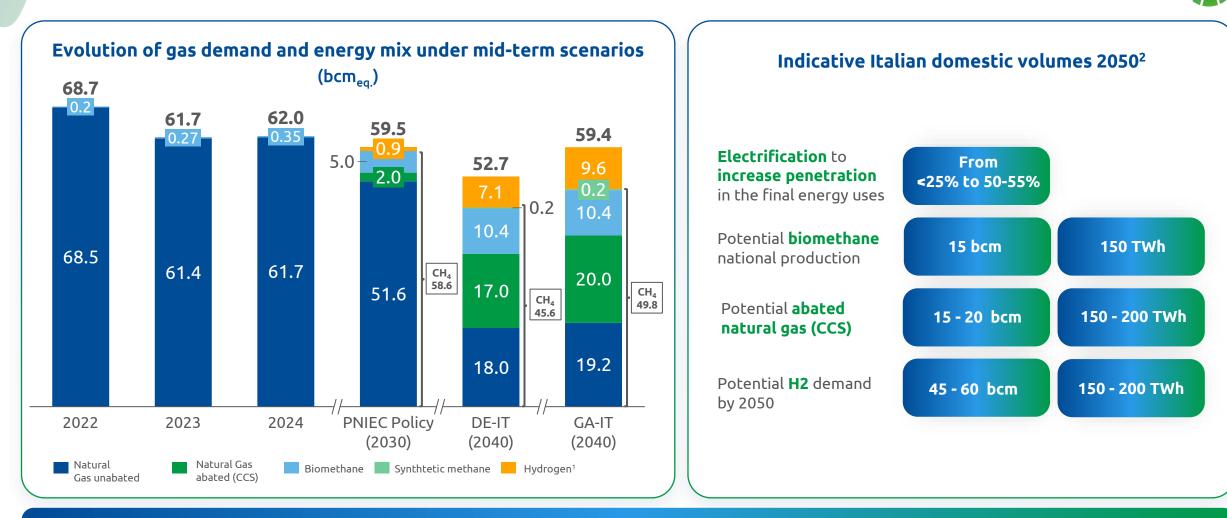
European Network of Network Operators for Hydrogen
 Italian National Hydrogen Strategy

5. Mostly grey H2

8

Italian scenarios and perspective to 2050

energy to inspire the world



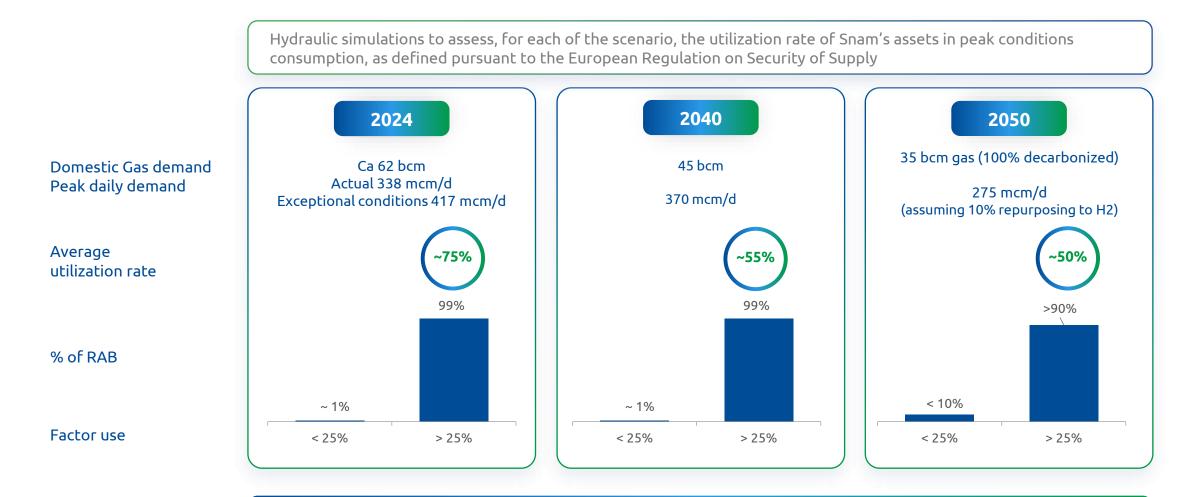
Critical and flexible infrastructure to meet natural gas and decarbonized molecules demand

1. Blue hydrogen consumption included in the natural gas demand. Source: Scenario Analysis 2024 Investor relations' publications (snam.it)

2. 2050 long term scenarios will be subjects of a specific analysis during 2025, in collaboration with Terna, as determined by the ARERA regulation 392/2024/R/com.

Prospective assets' utilization analysis





Assets key to deliver secure and affordable energy along and beyond the transition

Agenda



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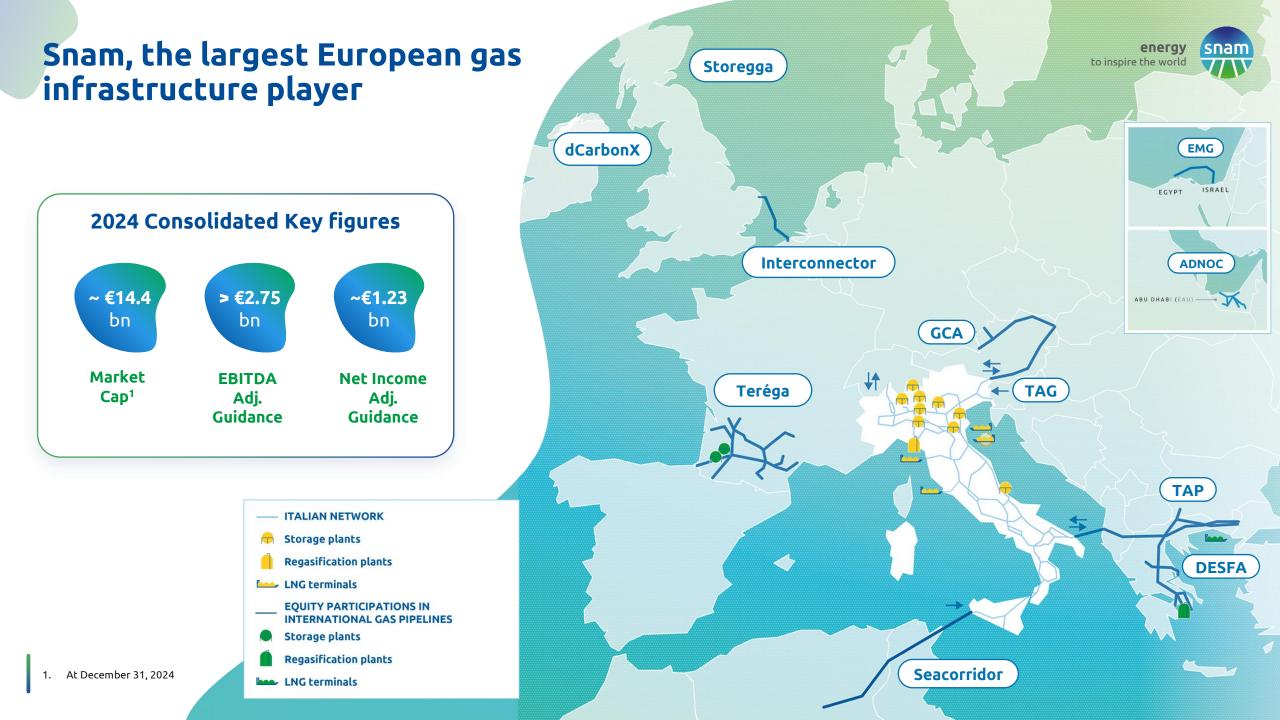
Our strategy: Building a pan-European multi-molecule infrastructure player



Business Plan projections

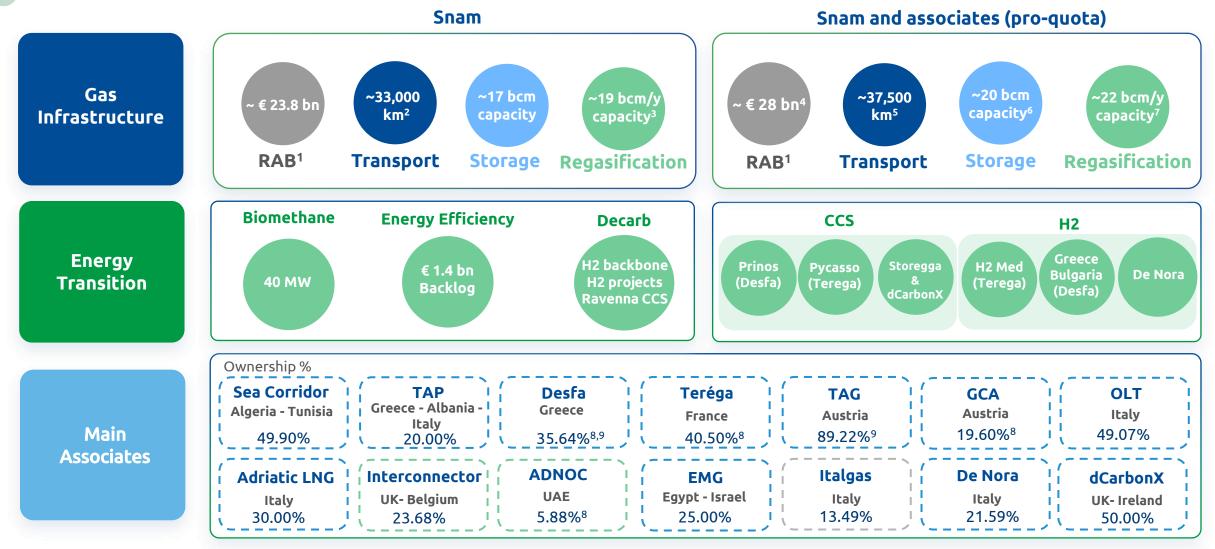
Vision to 2034 and Beyond. Closing remarks





Snam's business portfolio





1. 2024 Tariff RAB (Regulatory Asset Base)

2. o/w 10,000 national & 23,000 regional network

3. Including also Italis LNG, BW Singapore and the pro-quota of OLT and Adriatic LNG

4 Including TAG, GCA, Teréga, Desfa, Italgas e OLT pro-quota 2024 tariff RAB

5. Including TAG, Desfa, GCA, Terèga, Interconnector, TAP, Adnoc, EMG, Seacorridor pro-quota transport km

Including Teréga pro-quota storage capacity

7. Including also Italis LNG, BW Singapore and the pro-quota of OLT, Adriatic LNG, Revithoussa and Alexandroupolis

8. Indirect participation

9. Desfa: 39.60% voting rights; TAG: 84.47% voting rights

Value enhancers
 Enablers

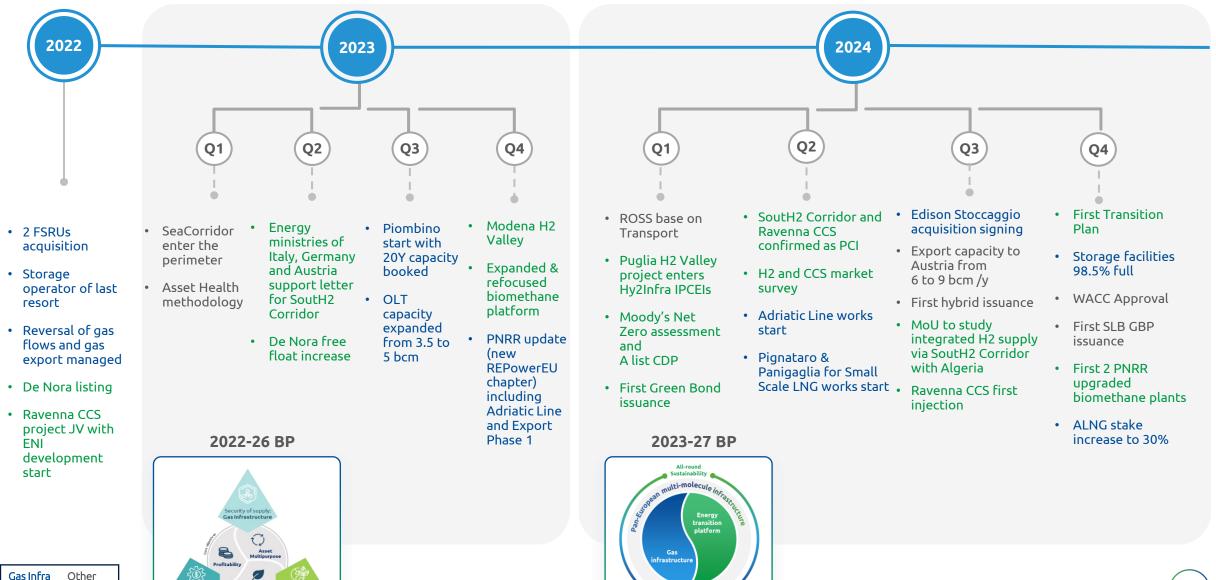
Opportunist

13

_ Opportunistic

Consistent progress in line with the strategy implementation

energy snam



ecarbonization Sustain Energy To Plate

Energy

Transition

14

Key achievements since the energy crisis started



	2022	2024 ¹
Operational achievement	ts	
Italian network (km)	32,767	32,883
Km H2-ready certified by Rina	0	2,068 ²
LNG capacity (bcm) ³	~ 6	~ 19
Storage capacity (bcm)	~16.5	~17.3

Financial & non financial achievements

Capex	€ 1,926 m	~€3,000 m (+56%)
Snam's RAB	€ 21.4 bn	€ 23.8 bn (+11%)
EBITDA Adj.	€ 2,237 m	>€ 2,750m (+23%)
Net Profit Adj.	€ 1,163 m	~€1,230m (+6%)
DPS	€ 0.2751	€ 0.2905 (+6%)
Scope 1,2 CO2 (kt/eq) ⁴	1,451	1,090 (-25%)

~ € 2.8 bn dividends to shareholders

- 1. For financial figures Guidance
- 2. At December 2024
- 3. Pro-quota
- 4. Preliminary data, on regulated perimeter

SeaCorridor	De Nora
First Italian import route after the	Listed in 2022 and free float
Russian imports fall	increase in 2023
Desfa & Teréga	Italgas
Regulatory review for the period	Exchangable bond
2024-2027	issue

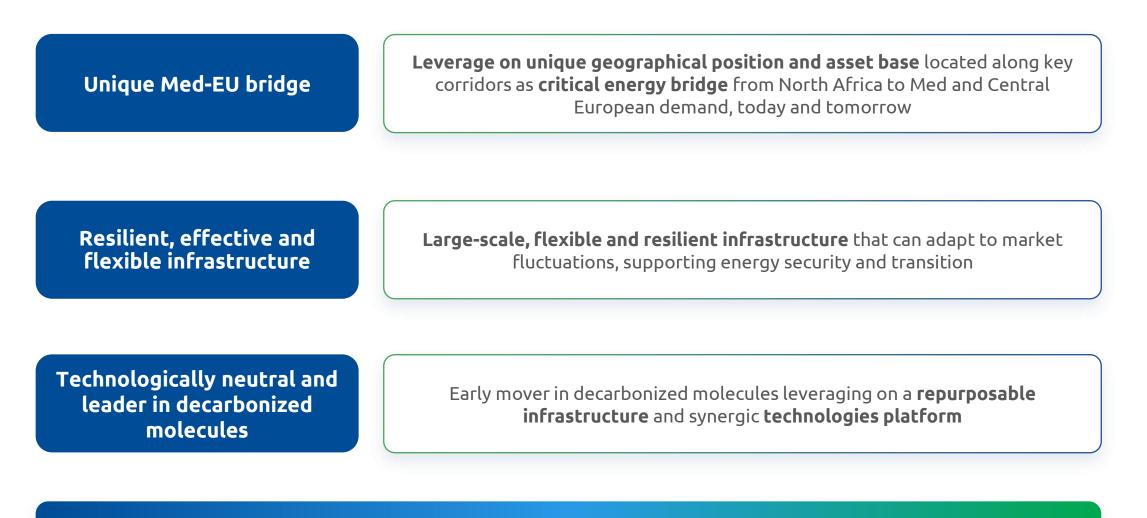
New regulatory framework with volume risk elimination from 2025

Trans Adriatic Pipeline (TAP)

Working beyond commercial capacity, ~ 16% of Italian demand Minimum expansion of +1.2bcm/y by beginning 2026

> ALNG stake increase to 30% and Edison Stoccaggio acquisition signed





Effective implementation of our strategy

Agenda



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Snam's integrated strategic framework: a coherent evolution





Towards a more integrated multi-molecule pan-European vision

How we deliver our Ambition





Gas infrastructure to secure competitive energy supply Energy transition platform to accelerate decarbonization

€ 12.4 bn Capex 2025-29 (~ € 13.4 bn gross of grants)

- 41% investments Taxonomy aligned
- **58%** investments **SDGs aligned**
- € 10.9 bn investments Gas Infrastructure
- € 1.5 bn investments Energy Transition

Promoting a pan-European multi-molecule system



Transformative Innovation All-round sustainable strategic framework

Dual-track innovation approach to drive operational excellence and sustainabilit

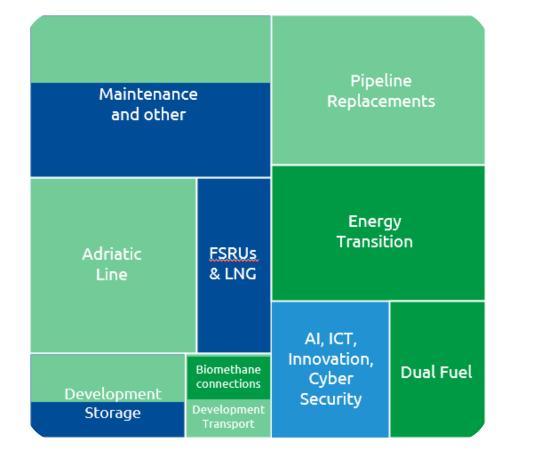
- € 338 m investments Proven Innovation
- € 62 m investments Explorative Innovation

All-round sustainable framework

based on 7 pillars with a distinct ambition and scorecard targets

Delivering a flexible and resilient multi-molecule infrastructure





 \in 13.4 bn of which \in 1 bn of grants¹



70% green and decarb investments²

Color coding of clusters based on the alignment of the majority of investments included 1. o/w € 0.5 bn already signed and € 0.2 bn cashed-in

Gas Infrastructure - Enhance asset resilience and flexibility



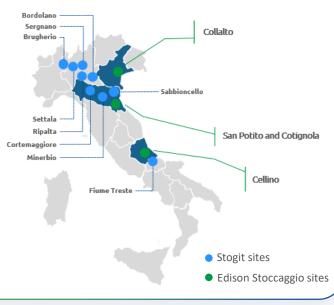
Adriatic Line

- **10 bcm/y** of additional South-North transport capacity
- Capex: ~€ 2.0 bn gross of Repower EU Grants (€ 0.4 bn)
- Operation starting from 2026, on schedule
- Export to Austria from 9 bcm to 14 bcm /y



Storage

- Old wells replacement (€ 0.4 bn) to enhance the performance
- Maintenance including wells workover and safety (€ 0.8 bn)
- Edison Stoccaggio (€ 0.1 bn)



FSRUs & Small scale LNG

- BW Singapore (Ravenna FSRU): mooring and connection works, breakwater
- Capex: ~ € 0.8 bn
- Truck loading in Panigaglia, Liquefaction plant in Pignataro completion and Mobility investments (~ € 0.1 bn)



~ € 11.3 bn capex¹

2025-29 gas infrastructure investments (gross of grants). Total Gas infrastructure Capex of € 11.3 bn also include DT&T capex, Symbiosis and others.
 2025-2029 gas infrastructure investments net of grants: ~€10.9 bn

Gas Infrastructure - Emissions reduction and green molecules



Dual fuels

- **6 compression stations** commissioning by 2029
- Capex: ~€ 0.9 bn



Biomethane plants interconnection

- Connections to the grid surging, in large part to Snam's regional transportation network (~ € 0.4 bn)
- Open-season and workshops to support market development

Replacements

- ~ 850km of transport pipelines replacement (~ € 2.2 bn)
- Asset Health Methodology driving pipelines replacement identification
- **Hydrogen ready** technical standard used to future proof investment

~ € 11.3 bn capex¹

 2025-29 gas infrastructure investments (gross of grants). Total Gas infrastructure Capex of € 11.3 bn also include DT&T capex, Symbiosis and others 2025-29 gas infrastructure investments net of grants: ~€10.9 bn

Work in progress for multi-molecule midstream infrastructure

energy to inspire the world

CO2/CCS H2

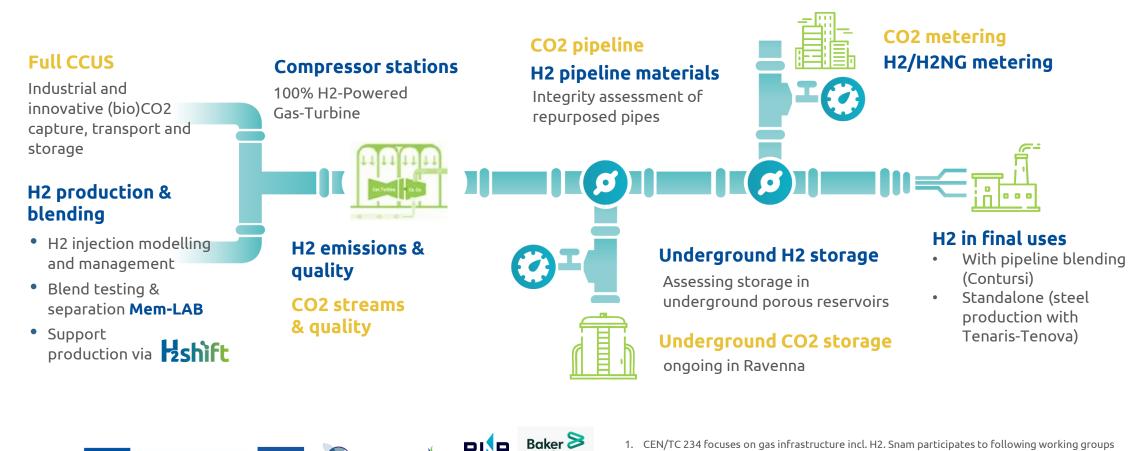
Clean Hydroge

Partnership

Co-funded by

the European Union

Gas Infrastructure standardisation¹ & testing

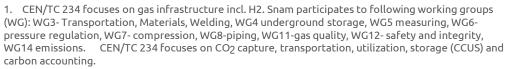


Huahes

RIR

tenova

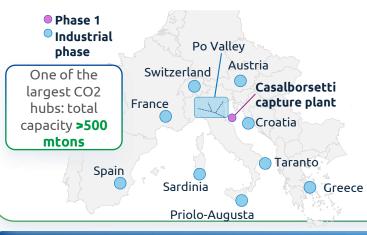
EPRG



Energy Transition: Ravenna CCS project gaining momentum



Key Achievements **Strategic Priorities** > Support **CCS strategy and technical rules** for CO2 transport Launch permitting for Storage (Ravenna CCS JV) definition • Legislative regulatory framework by 2025/26 • Considering value crystallization through ENI CCUS vehicle PCI status and CEF grants application • Potential to develop virtual sea corridors in Italy and Med Started phase 1 (25kt/y): positive KPIs • Biogenic CO2 valorization via removals or utilization Permitting for ~ 90 km of CO2 pipes (100% Snam) • MoUs with potential customers Illustrative map of selected CO2 clusters which expressed interest in Ravenna CCS



Key features

- Industrial cluster concentrated
- Reservoir located nearby the coast (5-10km distance, shallow waters)
- **Progressive and modular** development model:
 - Injection and storage in JV with ENI: up to 4 mt/y by 2028-2032 (~€ 200 m Snam's equity injection) with possible scale up to 16 mt/y
 - **CO2 network**: 15 km repurposing of existing line and 176km of new network (~€ 300m Capex net of grants)
- Greece FID (subject to adequate return and consistent regulatory framework) end 2026

~ € 900 m capex ¹

Energy transition - H2 backbone acceleration



Key Achievements Strategic Priorities • 6th PCI list (April 2024) • • Part of EU's Global Gateway • • CEF funding submitted • • PMI application (SeaCorridor and Swiss branch) • • Green Hydrogen value chain MoU • • Snam core and founding partner ENNOH •



Key features

- **End to end project**, enabling supply of low-cost renewable H2 produced in the South to key EU clusters
- FID by beginning of 2027 subject to adequate return and coherent regulatory framework

Italian H2 backbone projects highlights

- ~ € 3.6 bn cumulated capex
- **60%-70%** repurposing
- **70 TWh** demand abilitation in Italy, Austria Germany with initial investment and possibility to expand to **150 TWh** via further compression investments

~ € 400 m capex ¹

2025-29 investments (gross of grants). 2025-2029 investments net of grants: ~€380m. Total investments in Decarbonization projects amount to ~€960m net of grants (including CCS, H2 backbone and ~70m of H2 projects).

Energy transition - Biomethane reaching maturity



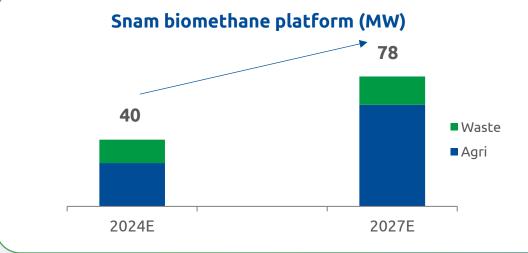
Strategic Priorities

- Unique **biomethane production platform**
 - 9 plants (~ 20 MW) won tariffs auctions and under upgrade plus 14 submitted in January (~31 MW)

Key Achievements

- Agricultural plants conversions ongoing (2 in operation)
- Waste portfolio perimeter completed and under optimization
- Fixed costs optimization

Snam biomethane connections ⁽¹⁾ for approx. 2 bcm



Conversion/upgrade of 25 plants

- Cost optimization and performance enhancement
- Unique end-to-end service provider
- Biomethane production platform monetization (as required by Regulator)
- Plants connection process streamline

Highlights

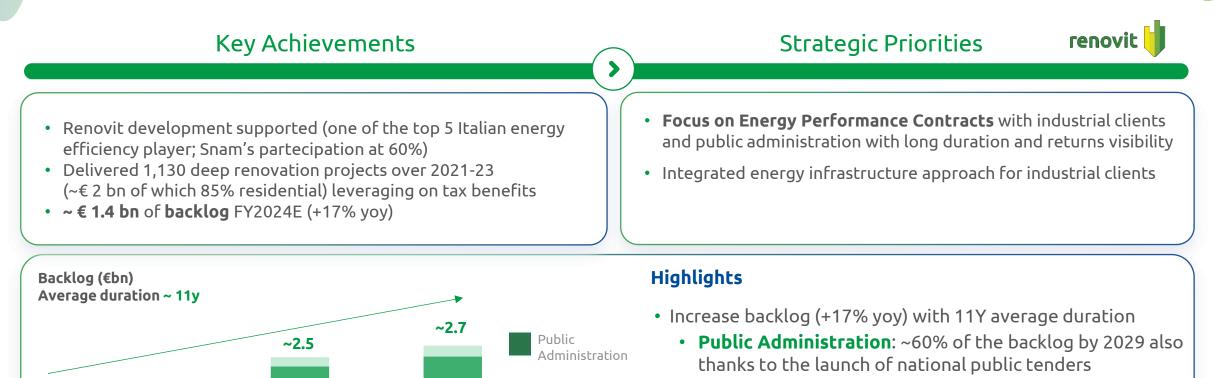
- Large platform: **9** waste operating plants (**14 MW**) and **26** agri operating plants (**26 MW**) in 2024
- Avoided emissions: 40 ktons in 2024 to 300 ktons in 2027
- Key role to start-up biomethane Italian market through plants conversion and use of PNRR measures
- Key role in optimizing biomethane connections to the grid (Arera Resolution 131/2024/R/gas)

~ € 350 m capex ²

Energy transition - Refocusing Energy Efficiency platform

2029





- Industrial and Tertiary: primarily through photovoltaic, but also co-trigeneration with hard to abate clients
- **Residential** refocus on EnPC² contracts for large size clients
- Avoided emissions: 72 ktons in 2024 to 150 ktons in 2029

~ € 250 m capex ¹

Tertiarv

Industrial

Residential

2025-2029 investments, no grants forecasted on Energy Efficiency

2027

~1.4

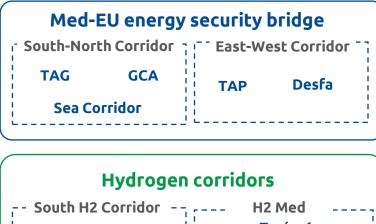
2024

~1.2

2023

Promoting a Pan-European multimolecules interconnected system

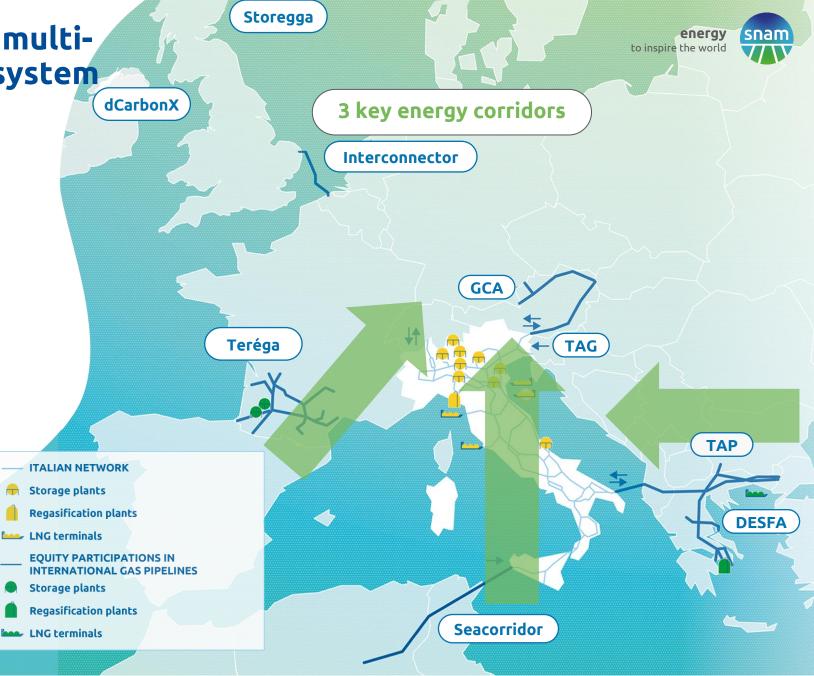
Multi-molecules vision





Multi-molecule storage CCS Med Advanced Leadership 11 geographies **DCarbonX** Storegga Теге́да Desfa (CH4+H2)

(CO2)



1. Project with Enagas, GRTgaz, OGE, REN.

2. Project with Bulgartransgaz, TRANSGAZ, FGSZ, NET4GAS and OGE.

How we deliver our Ambition





Business focus

Gas infrastructure to secure energy supply **Energy transition platform** to accelerate decarbonization

€ 12.4 bn capex 2025-29 (~ € 13.4 bn gross of grants)

- **41%** investments **Taxonomy aligned**
- **58%** investments **SDG aligned**
- € 10.9 bn investments Gas Infrastructure
- € 1.5 bn investments Energy Transition

Strategic levers

Transformative Innovation All-round sustainable strategic framework

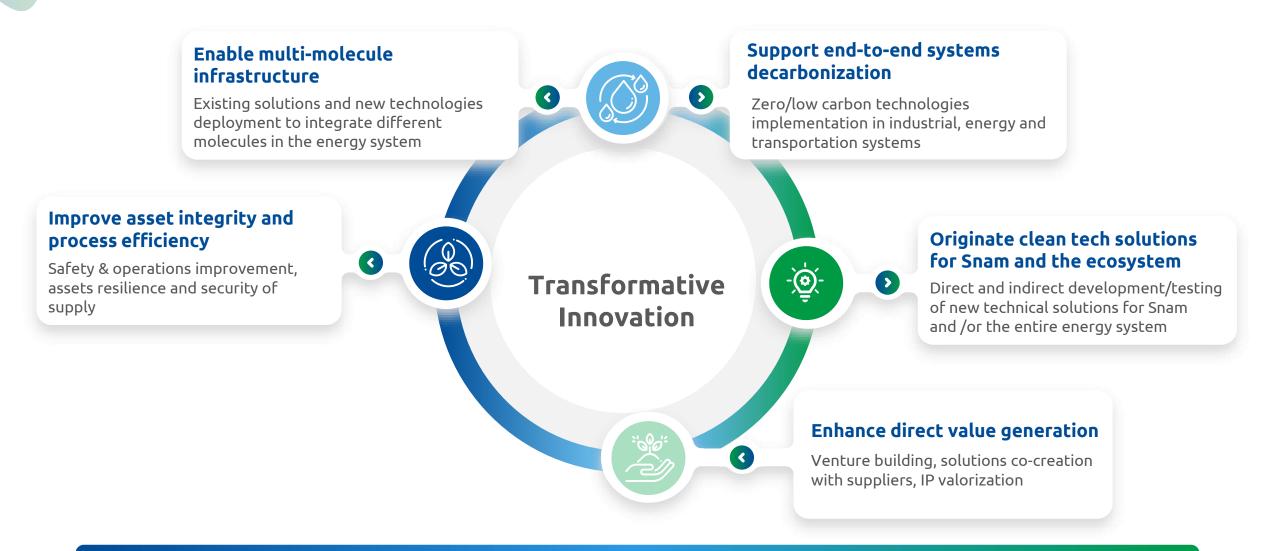
Dual-track innovation approach to drive operational excellence and sustainability

- € 338 m investments Proven Innovation
- **€ 62 M** investments **Explorative** Innovation

All-round sustainable framework based on 7 pillars with a distinct ambition and scorecard targets

Trasformative Innovation as a strategic lever





Innovation Plan to be released in H1 2025

Trasformative Innovation: Dual track approach achievements

energy to inspire the world

1. Proven Innovation

Key initiatives ongoing

KPIS

Scalable solutions with consolidated partners

	ASS CO RO	 SET NTROL OM Cornerstone of all operations digitalization projects First set of releases in Q1 2024 ~2.000 users 	Hyaccelerator Snam Innova New governance and processes to scout, analyse and steer explorative innovation initiatives in 2024
n ::	8,000	Km of grid modeled and optimized through AI	H2 Shift Production testing platform
	10,000	Assets key points monitored with new field sensors	Mem Lab Pilot membrane-based H2 separation, granted by Arera
		# of data acquired and processed daily with AI to support remote asset diagnostic and predictive maintenance	CO2 Vault Internal start up working on Co2 initiative removal credits
	2,000	Km of grid monitored and analyzed with AI-boosted satellites to prevent impacts from landslides	Patent 1 granted, 2 submitted
2	20 x	Precision in determining ranges of leaks detection +18% Of km of grid monitored per field worker ¹	∼4000 Screened Startups ¹ >30 Ongoing Projects ²
	-15%	Fuel consumption per gas transported yoy Accuracy on daily demand forecast (output based incentives) ¹	 Proof of concept or scale with Startups¹ Major cofounded initiatives by ARERA or EU

2. Explorative Innovation

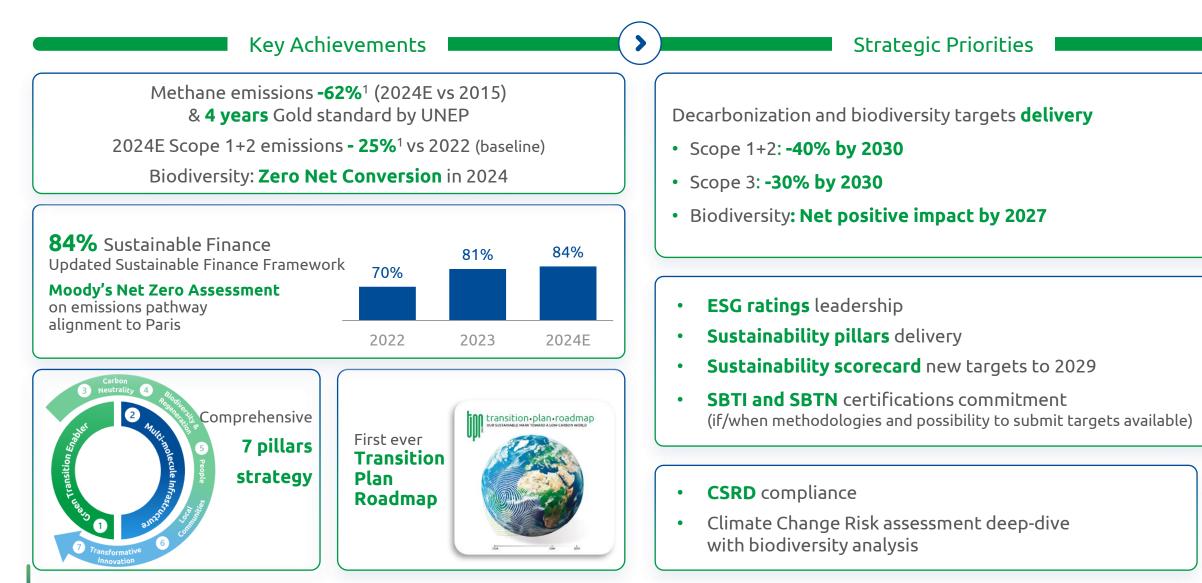
New technologies through a broad innovation ecosystem

1. Since beginning of SnamTEC digital transformation program

2. Including mainly R&D and Tlab activities with other areas

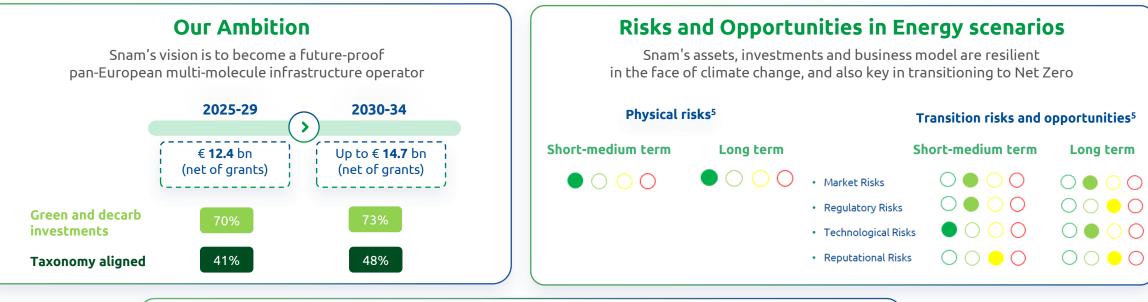
All-round Sustainability





Transition Plan Key Messages





Climate and Biodiversity strategy

Snam is committed to reduce its carbon footprint across Scope 1,2 and 3 in line with the Paris Agreement and to have a positive impact on Nature by 2027



On Regulated perimeter as of 2022 3.
 On full Snam Group perimeter 4.

CARBON NEUTRALITY: requires to fully offset the residual emissions

4. NET ZERO: requires at least -90% emissions vs base year and the neutralization of residual emissions through permanent carbon removals

5. Residual severity under the MID Scenario (RCP Scenario 4.5: Progressive intensification of natural phenomena)

Low

Medium

Critical

Agenda



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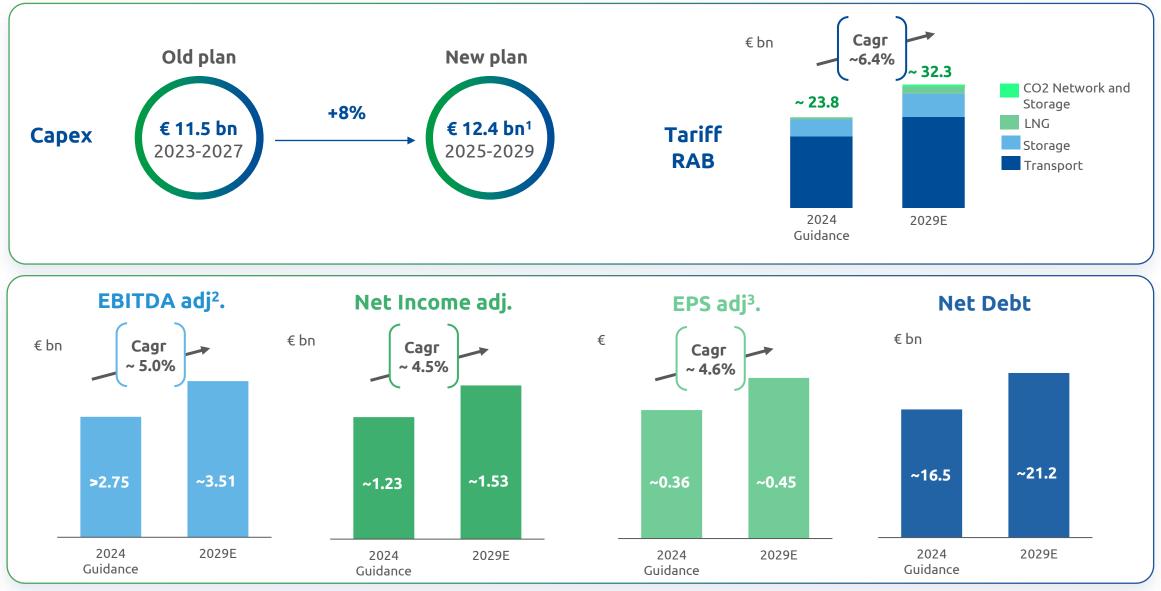
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2025-2029 Strategic Plan

energy snam



1. Net of grants. Total Capex gross of grants: € 13.4 bn

3. Net profit adjusted for hybrid instrument financial expenses (-€45m per year)

2. EBITDA 2024-2029 CAGR ~5.5% with Biomethane pro-forma

35

€ 12.4 bn investments 2025-29 in a future-proof multi-molecule infrastructure

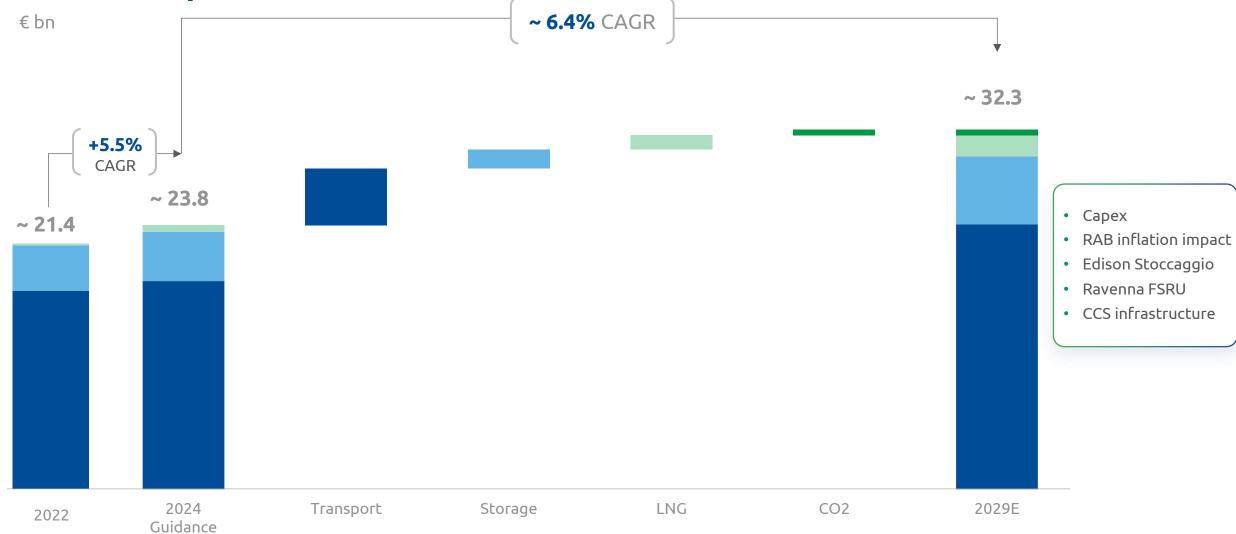
3. Gross of grants



Transport	 Adriatic Line Replacement of pipelines Net zero investments: dual-fuel compression stations FSRU and biomethane connections 	 +10 bcm South to North capacity ~850 km replacements 3 dual fuels 	8.0
Storage	 Storage wells refurbishment and performance upgrading Edison Stoccaggio capex Net zero investments: dual-fuel compression stations 	 +0.6 bcm capacity (thanks to overpressure) 3 dual fuels 	2.0
LNG	 Ravenna breakwater Small-Scale LNG infrastructures and Mobility 	• +5 bcm/y from 2025 • 95 CNG and 40 L-CNG stations by 2029	0.9
Energy Transition Platform	 Biomethane platform Decarbonization projects: H2 backbone acceleration, scale up of Ravenna CCS project, H2 Valleys and Gigafactory Energy efficiency: re-focus on long term contracts with PPP² and energy performance contracts 	 78 MW Biomethane capacity by 2027 Up to 4 mtons/y of CO2 stored by 2028-2032 ~ € 2.7 bn Energy Efficiency backlog by 2029 	1.5
 Net of ca € 1 bn of grants Public Private Partnership Cross of counts 	70% of Gas Infra Capex authorized 41% Taxonomy ³ , 58%	5 SDG aligned ³	€ 12.4 bn ¹

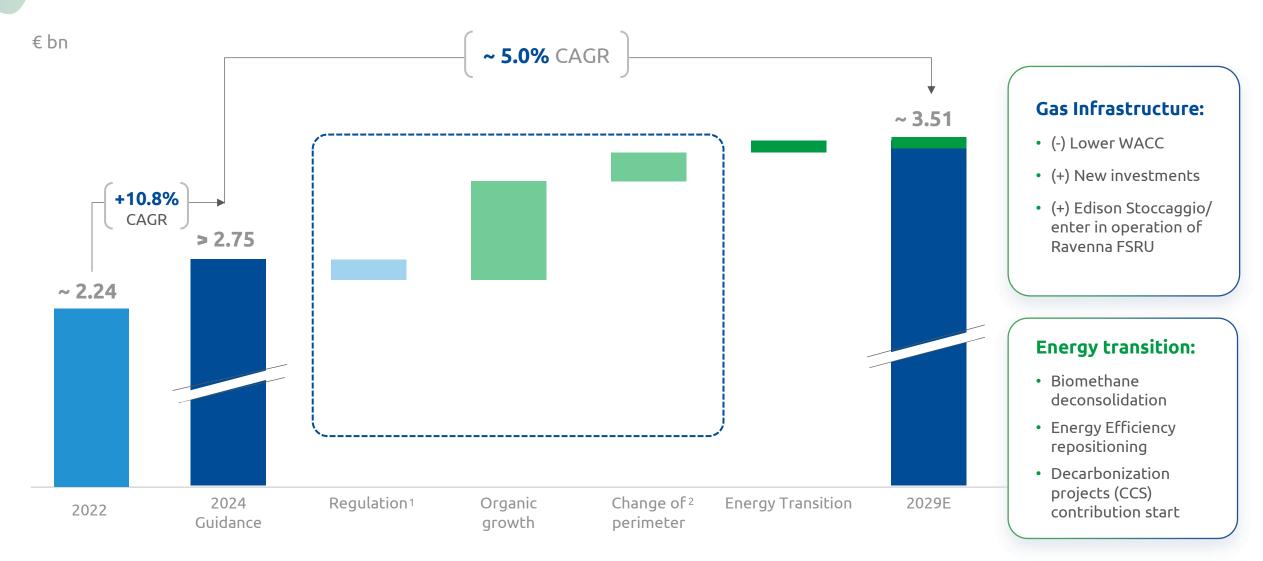
RAB growth driven by the three main businesses and CCS start up



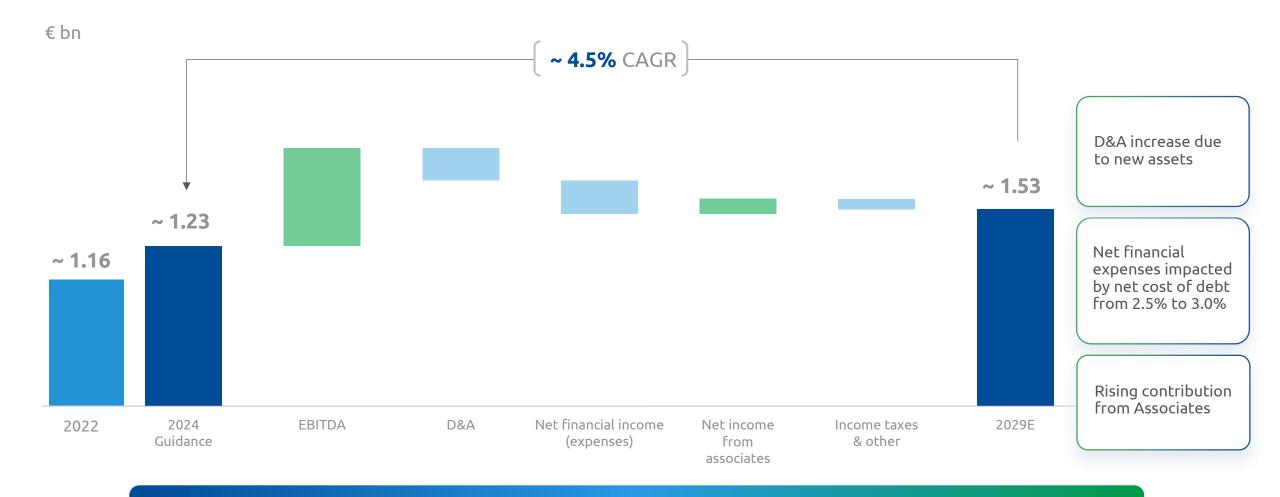


EBITDA growth driven by regulated business





Net income accelerating despite higher net interest charges



4.6% EPS CAGR 2024-29

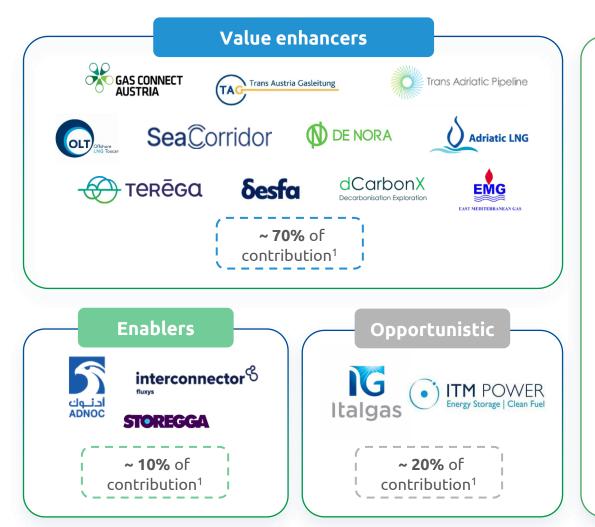
snam

energy

to inspire the world

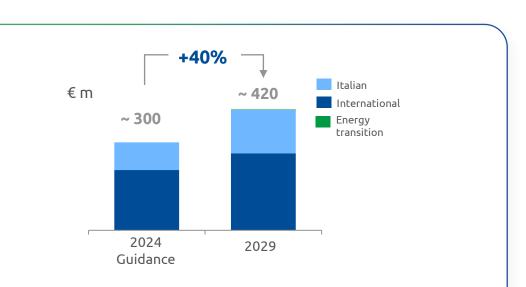
Strategic relevance and value creation from Associates





Active management of our assets' portfolio

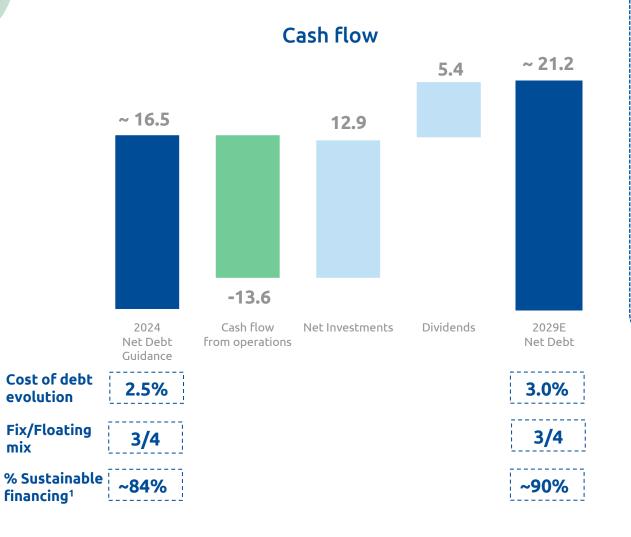
Rising Associates' contribution and visibility

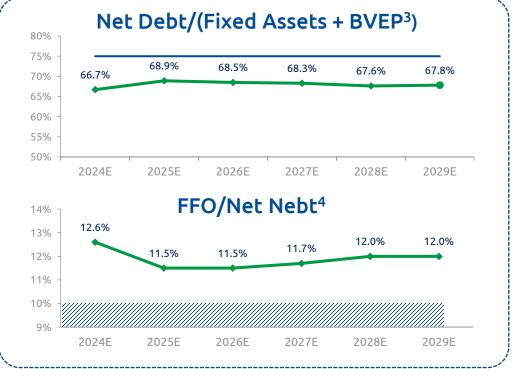


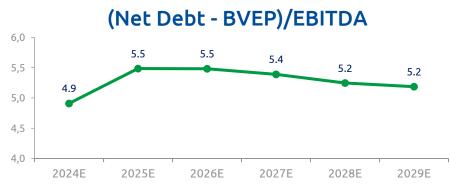
Rising associates' contribution:

- TAG: Regulatory review removing volumes risk
- TAP: minimum expansion (from 2026) and CPI-linked tariffs
- Italian associates

Keeping financial solidity and flexibility







Credit metrics providing sound financial flexibility

Sustainable financing target improved and average cost of debt at 2.8%

1. % on Total Committed Funding

mix

2. Rating from the grid for Moody's, Stand alone credit profile for S&P

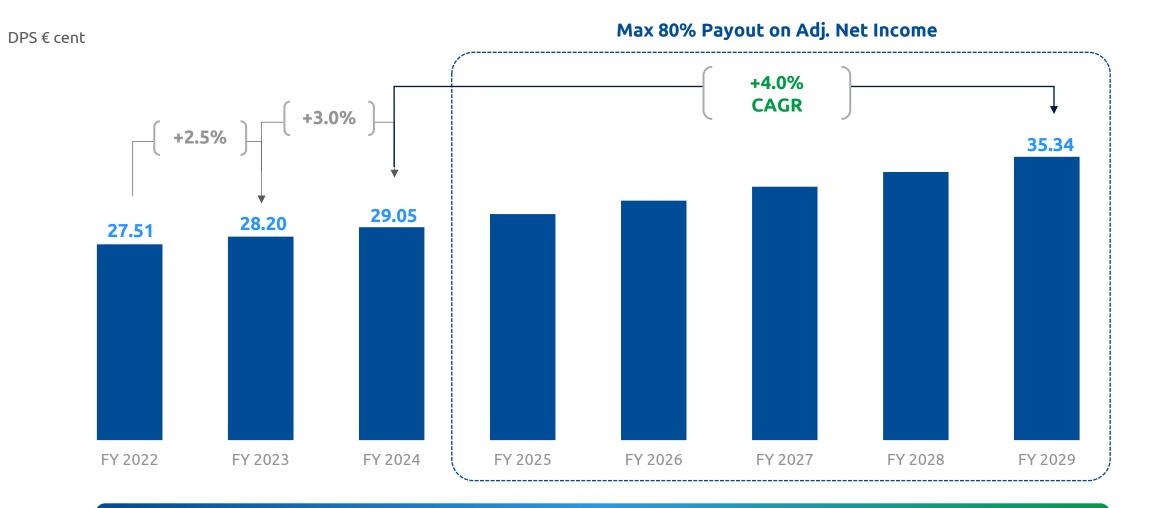
3. Moodys' threshold: Including book value of equity participations

4. Shaded area consistent with current rating metrics by Moody's and S&P (inferred)

snam

Sustainable and improved dividend policy





4% DPS annual growth 2024-29

Sound and visible 2025 outlook

energy Snam

	Guidance FY 2024	Guidance FY 2025	2025-2029
nvestments	€ 3.0 bn • € 2.8 bn Gas Infrastructure • € 0.2 bn Energy Transition	€ 2.9 bn • € 2.5 bn Gas Infrastructure • € 0.4 bn Energy Transition	€ 12.4 bn (net of grants)
ariff RAB	€ 23.8 bn	€ 25.8 ² bn	~ 6.4% CAGR
EBITDA adj.	> € 2.75 bn	~ € 2.85 bn ~ +4%	~ 5.0% CAGR ~ +28%
let income adj.	~ € 1.23 bn	~ € 1.35 bn ~ +10%	~ 4.5% CAGR ~ +24%
PS adj ¹ .	~ € 0.36 €	~ € 0.40 €	~ 4.6% CAGR ~ +25%
OPS	~ € 0.29 €	~ € 0.30 €	~ €0.35 ³ €
Net debt	€ 16.5 bn	~ € 18.6 bn	~ € 21.2 bn⁴

2. Including ca €500m of Edison Stoccaggio RAB

4. 2029 Net Debt

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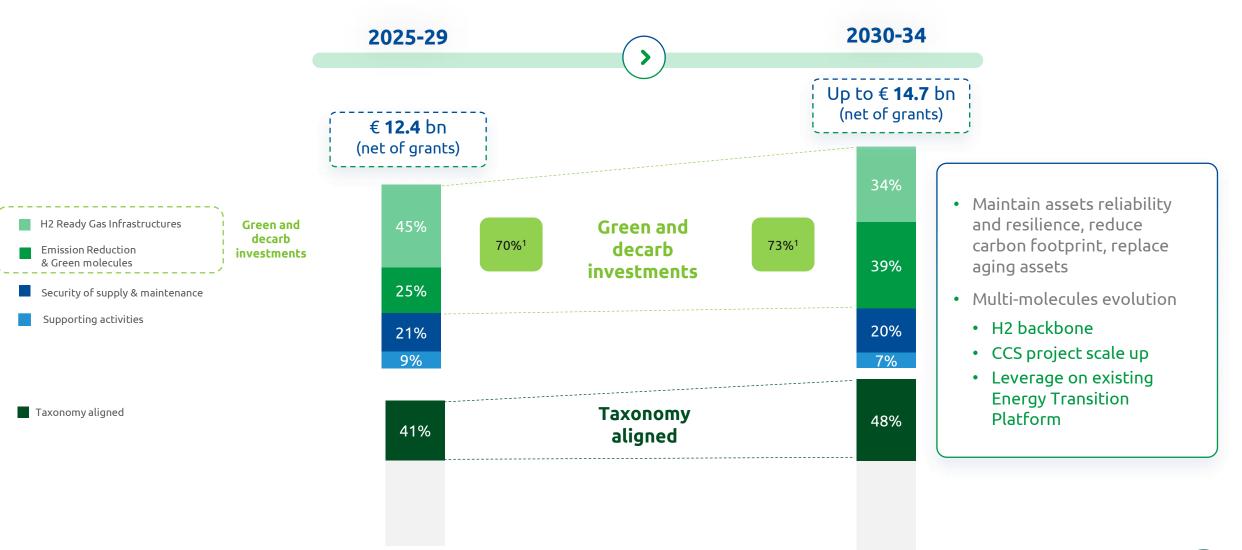


Ambition to 2034: Future proof multi-molecule infrastructure

energy Snam

45

~ € 27 bn 2025-34 investments



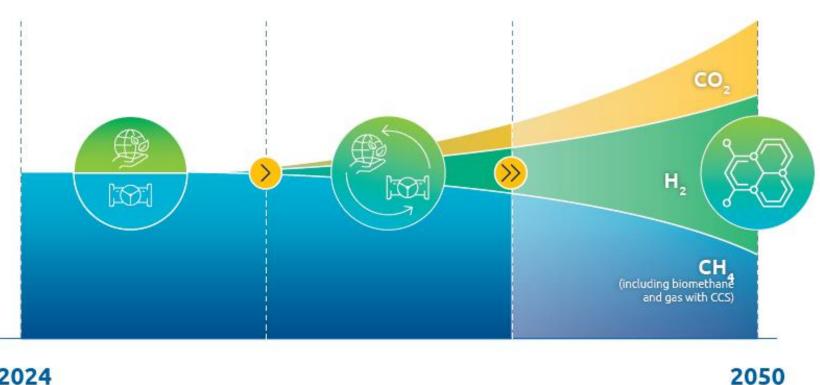
Assets reliability and resilience, carbon footprint reduction

Towards multi-molecule set up

Long term decarbonized gas mix evolution







2024

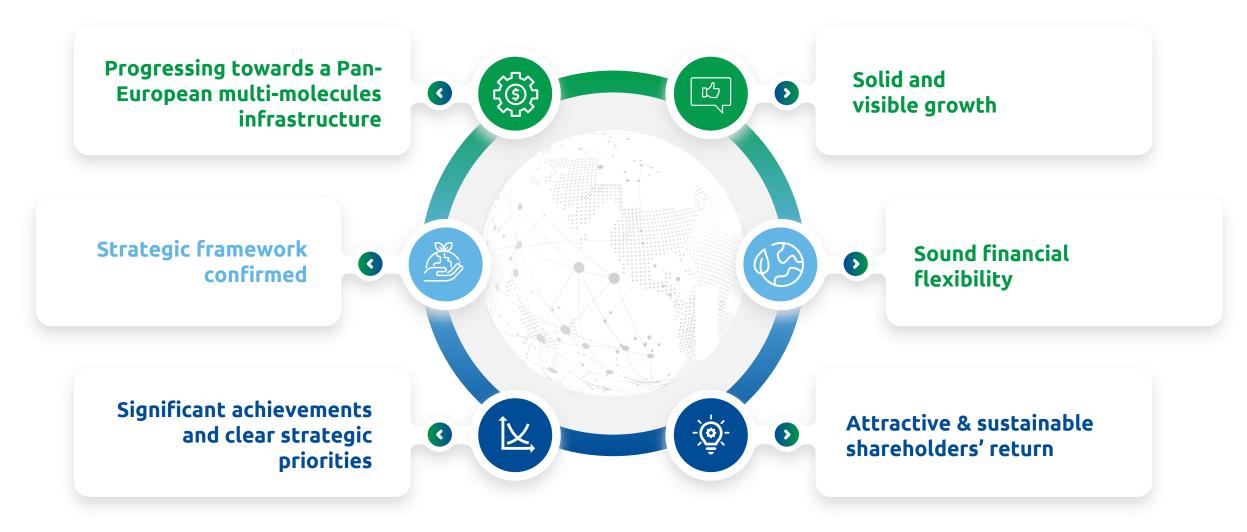
Multi-molecules natural hedge with flexible mix over time

1. 2050 long term scenarios will be subjects of a specific analysis during 2025, in collaboration with Terna, as determined by the ARERA regulation 392/2024/R/com

2. The graph shows a plausible directional evolution

Closing remarks



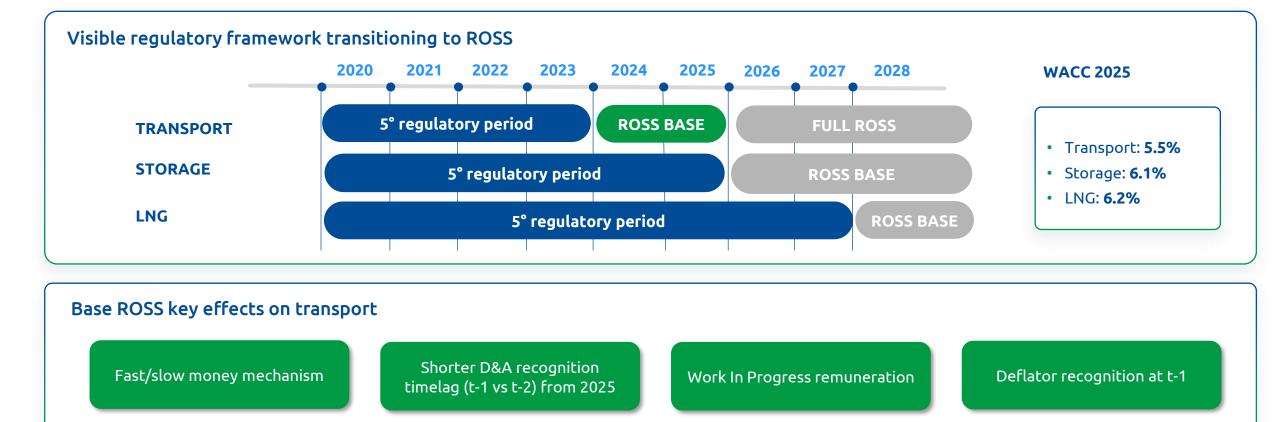


Financial Annex



Visible and supportive regulation

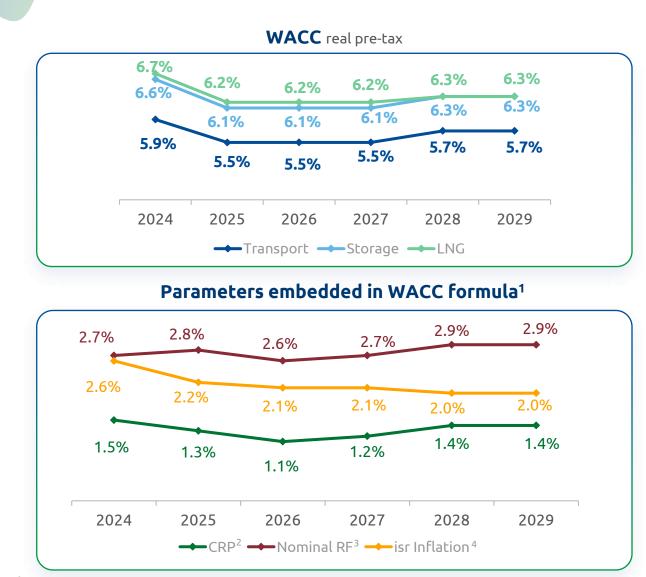




Regulatory visibility and a faster cash conversion

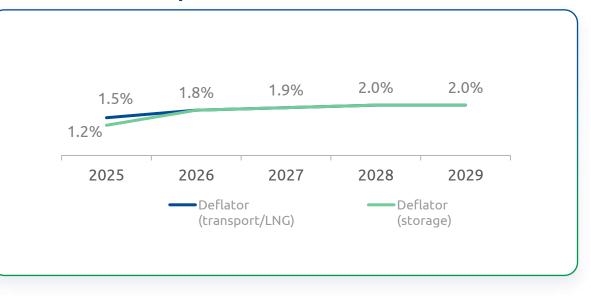
Key Business Plan assumptions





- 1. Snam elaboration based on Bloomberg-Oxford Forward Curve as of October 2024. For each year, parameters are calculated as the average between 4Q t-2 and 3Q t-1
- 2. Country risk premium: the difference between 10Y BTP rate of return and risk-free rate.
- 3. Nominal Risk free: rate of return of risk-free assets, in nominal terms, calculated as the average 10Y bonds rate of returns of countries with at least AA rating according to S&P classification (Germany, France, Belgium, Netherlands).

Deflator/Inflation⁵ in terms of impact on Revenues



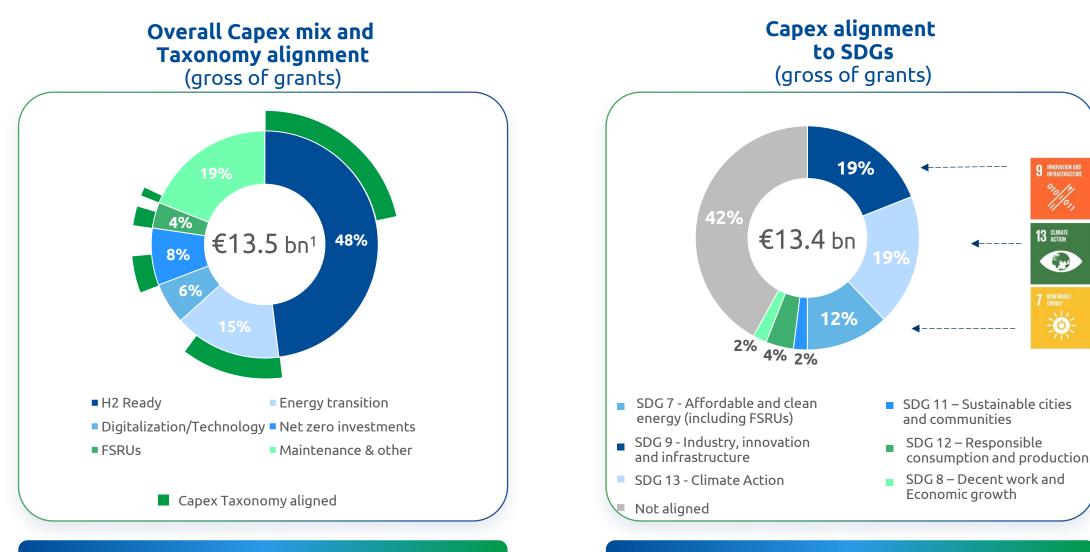
Sensitivity:

+/- 1% change in Deflator → +/- €15 m average impact on net income +/- 0.1% change in WACC⁶ → +/- € 15 m average impact on net income

- 4. The inflation embedded in the nominal risk-free rate (10Y average inflation-linked swap)
- 5. Average RAB inflation of 1.8% for transport
- 6. Applied to the whole RAB

2025-2029 Capex alignment





58% SDGs aligned

41% taxonomy aligned

Capex breakdown



Capex by year

(€ bn, net of grants)

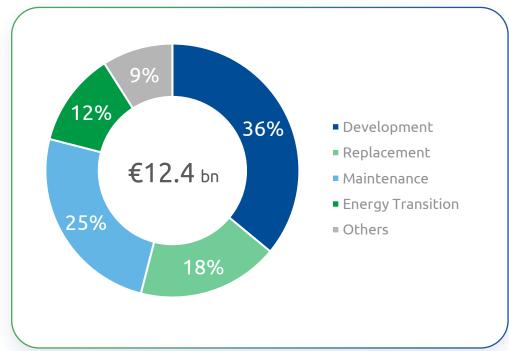
	2025	2026	2027	2028	2029	Total
Transport ¹	1.8	2.0	1.5	1.4	1.3	8.0
Storage	0.3	0.4	0.4	0.5	0.4	2.0
LNG ²	0.4	0.2	0.1	0.1	0.1	0.9
Energy Transition	0.4	0.2	0.3	0.2	0.4	1.5
Total	2.9	2.8	2.3	2.2	2.2	12.4

1. Including corporate capex

2. Including greenture (SSLNG and mobility) investments

Capex breakdown

(net of grants)



International associates' key development projects

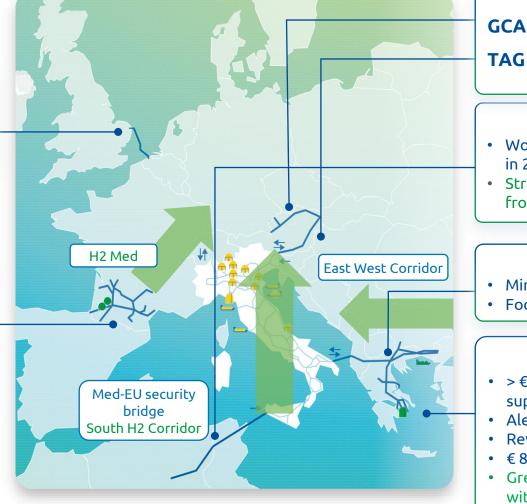


Interconnector

- ~50% capacity booked until 2026
- Operational and commercial optimizations

Теге́да

- Solid CapEx Plan sustain the RAB growth
- Debt refinancing completed: € 600 m
- 16.7% stake in BarMar (H2 transport) and Pycasso project (CCS) awarded with PCI status



- Securing stable remuneration in the medium-term
- **TAG** Strategic role in terms of gas SoS and H2 development

SeaCorridor

- Working on transport rights extension (expiring in 2029)
- Strategic positioning as key H2 import route from North Africa

TAP

• Minimum expansion ready by beg 2026

• Focus on further expansions

DESFA

- > € 1 bn capex plan supporting Balkan security of supply, North Macedonia interconnection by '26
- Alexandroupolis FSRU LNG in operation
- Revithoussa capacity booked until 2031
- € 810 m bond loan secured including RRF facility
- Greece-Bulgaria H2 backbone and CCS "Prinos" with PCI label

Associates (1)



Company	Geography	Strategic Value	Investment year	%	Book Value 31.12.2023	Net Income contribution (FY23)	Financial and Industrial partners
SeaCorridor	Algeria Tunisia	 First Italian import route after the drop of Russian imports Strategic corridor for H2 import from North Africa 	2023	49.90%	€ 648 m	€ 46 m	
Desfa	Greece	 Sizeable capex plan supporting domestic lignite phase out and South-Eastern Europe market development 	2018	35.64% ^{1,2}	€ 207 m	€ 52 m	enagas FLUXYS Copelouzo
ТАР	Greece Albania Italy	 In 9M 2024 covered ~ 17% of Italian demand 1.2 bcm expansion from 2026 	2015	20.00%	€ 404 m	€ 65 m	SOCAR FLUXYS
TAG	Austria	• New regulatory framework with volume sterilization from 2025	2014	89.22% ²	€ 228 m	- € 46 m	Verbund
GCA	Austria	 Strategic H2 corridor toward Central Europe 	2016	19.60% ¹	€ 112 m	€ 19 m	Allianz 🕕
EMG	Egypt Israel	Export route from Israeli to EgyptStrategic asset in the East-Med ar		25.00%	€ 49 m	€ 4 m	
De Nora	Italy	 Leverage on H2 technologies and know how 	2021	21.59%	€ 376 m	€ 15 m	De Nora family investors
OLT	Italy	 Strategic assets for the security and diversification 	2020	49.07%	€ 33 m	€9 m	igneo Infrastructure Golar LNG
Adriatic LNG	Italy	of Italy's energy supplies	2017	30.00% ³	n.a.	€ 5 m	 ∨tti

1. Indirect participation

Desfa: 39.60% voting rights; TAG: 84.47% voting rights
 Snam's stake after the closing of the exercise of pre-emption right (stake increase from 7.3% to 30%), expected by December 2024

Associates (2)

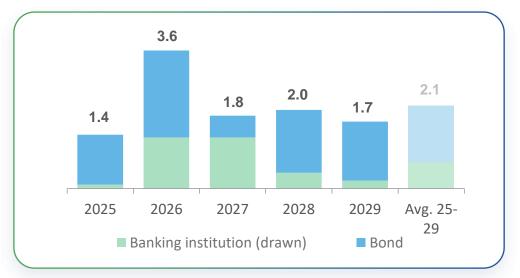


Company	Geography	Strategic Value	Investment year	%	Book Value 31.12.2023	Net Income contribution (FY23)	Financial and Industrial partners
Теге́да	France	 Gas infrastructure operator in the South-West of France Partner of H2 Med Corridor 	2013	40.50%	€ 430 m	€ 48 m	GIC C C C C C C C C C C C C C C C C C C
Adnoc Gas Pipelines	UAE	 20Y contracted assets Good and visible net income contribution	2020	5.88% ¹	€131 m	€ 30 m	SLOBAL PARTNERASTRUCTURE IGIC PARTNERS CONTARIO TEACHERS RECOMPRAN CONTARIO TEACHERS CONTARIO
Interconnector	Uk-Belgium	 Bi-directional gas pipeline between the UK and Belgium Capacity booked at almost 50% until 2026 	2012	23.68%	€ 68 m	€ 11 m	FLUXYS
Italgas	Italy	 Leader operator in the Italian gas distribution and third in Europe 	2016 (spin-off)	13.49%	€ 313 m	€ 59 m	cdp ¹ RETI

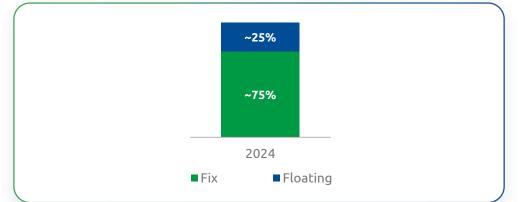
Financial structure and rating



Maturities profile¹ (€ bn)



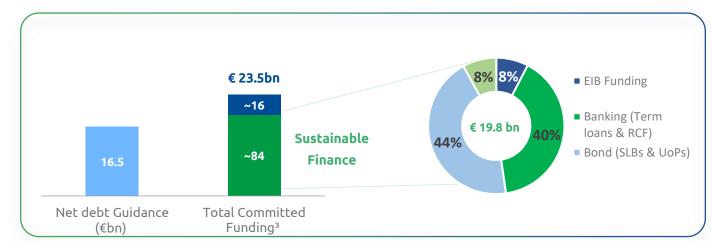
Fix / Floating mix 2024



Rating overview

	Moody's	S&P	Fitch
Assigned Rating	Baa2	BBB+	BBB+
Outlook	stable	stable	stable
Rating from Grid /SACP ²	A2/A3	а-	n.a.

Sustainable Finance sources 2024



1. Excluding uncommitted lines and Commercial Papers

2. Rating from the grid for Moody's, Stand alone credit profile for S&P

3. M/L term instruments and Commercial Papers drawn

Governance Annex



Board of Directors

energy to inspire the world	snam

-

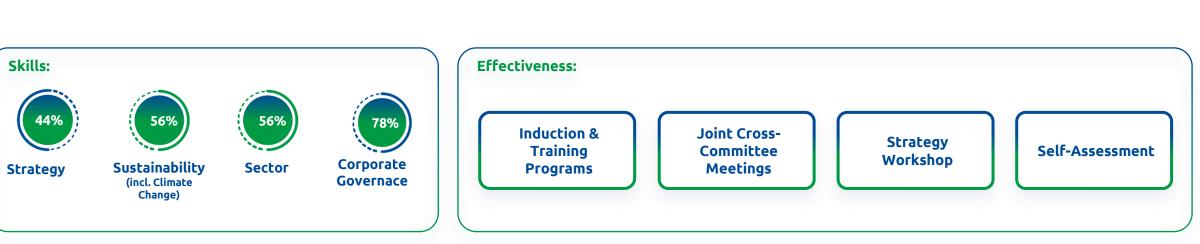
44% •

Female

67%

Independent

Board of Directors	Monica de Virgiliis	Stefano Venier	Massimo Bergami	Laura Cavatorta	Augusta Iannini	Piero Manzoni	Rita Rolli	Qinjing Shen	Alessandro Tonetti
board of Directory	Chair	CEO	Non-Executive Director						
Independent Director ¹	\checkmark		\checkmark	\checkmark	\checkmark	\checkmark	\checkmark		
Gender	Female	Male	Male	Female	Female	Male	Female	Male	Male
First appointment	2016-2019 2022	2022	2022	2019	2022	2022	2019	2022	2016
Committee ² Roles			A&C SETSC	CRRPTC SETSC (C)	CRRPTC	CRRPTC (C)	A&C (C) SETSC	SETSC	A&C

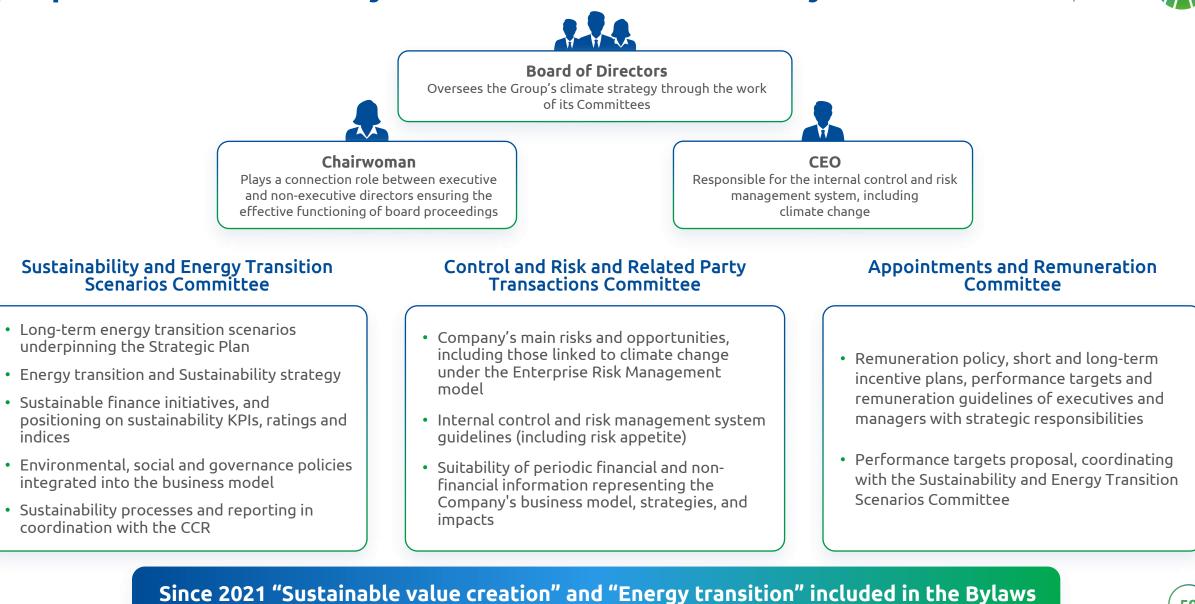


1. In accordance with the Italian Corporate Governance Code and the Consolidated Law on Finance

2. Appointments and Compensation Committee (67% independent), CRRPTC = Control Risk and Related Parties Transactions Committee (100% independent), and SETSC = Sustainability and Energy Transition Scenarios Committee (75% independent)

Corporate Governance System: focus on Sustainability



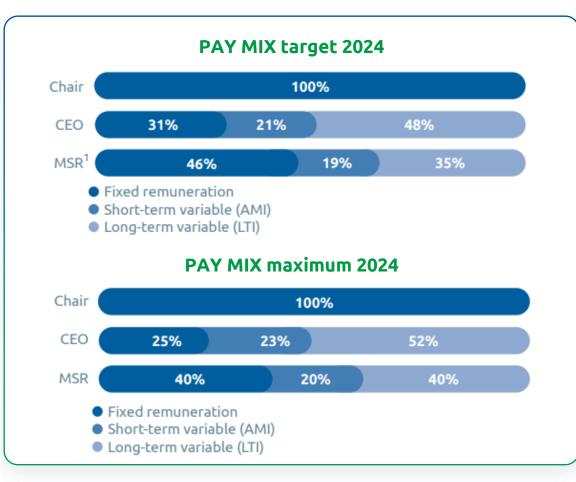


Remuneration Policy

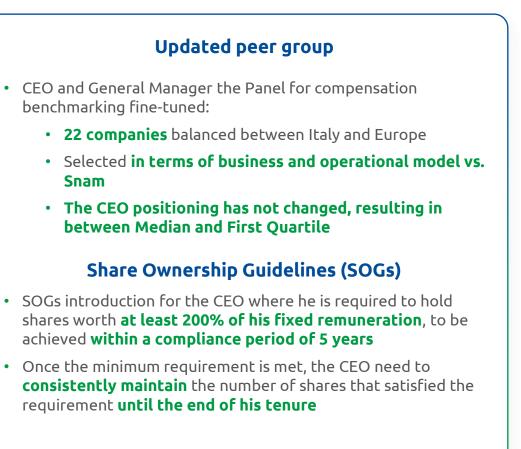


Remuneration Policy aims at ensuring alignment with the Company's strategic objectives considering the characteristics of the business and the industry while ensuring that the variable component represents a significant portion of total remuneration

Pay mix - 2024



Key highlights - 2024



Remuneration Policy linked to Strategy and transition KPIs targets

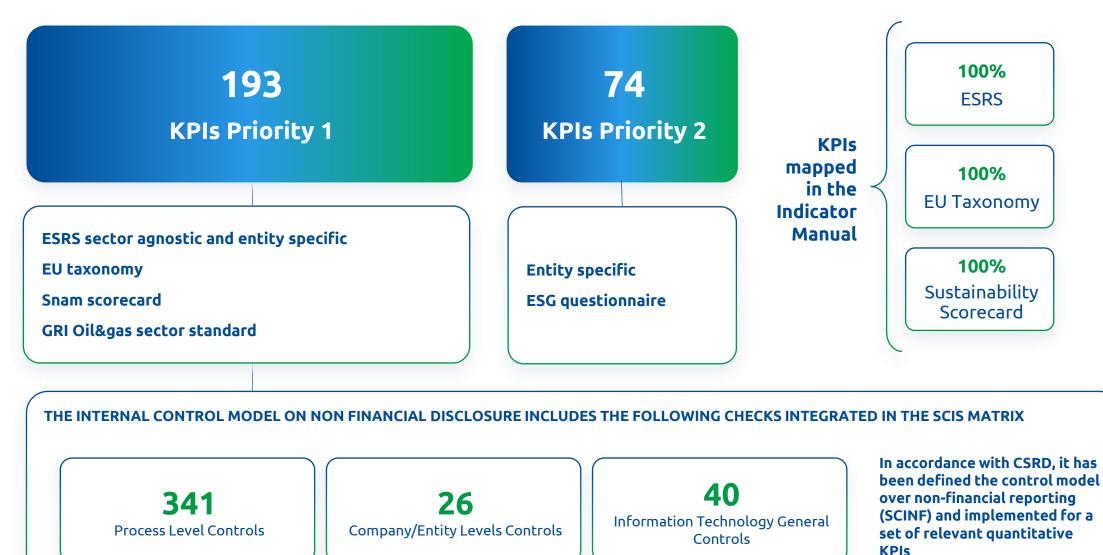


ILLARS OF T	HE STRATEGIC PLAN	Gas Infrastructure	Energy Transition Platform	All-round Sustainability	Transformative Innovation	
ives	Adjusted EBITDA – 30%	✓	✓	√	✓	Climate & Energy Transition KPIs
: (AMI) Objectives	Gas Infrastructure Investments – 20%	\checkmark				-
ess O	Energy security projects – 15%	\checkmark				
ustainability Business Object	Non-regulated business: Milestones Achievement – 15%		✓			
lity es	Accident frequency and severity index – 10%			\checkmark		Gas Energy
Sustainability Objectives	Increased sustainable funding – 5%			✓		Fransifion
Su	ESG criteria in the supply chain scoring model – 5%			✓		Pan-European multi-molecule infrastructure
	Adjusted net profit – 40%	✓	✓	✓	\checkmark	τ,
ves	Value Added -20%	✓			\checkmark	
Business Objectives	Energy Transition Readiness – 20% • Km H2-Ready • MW Biomethane installed • Project and market design CCS H2	~	✓	✓	✓	
Sustainability Business Objectives Objectives	Reduction of methane emissions – 10%	✓	~	✓		
Sustai Obje	Fair representation in the management team – 10%	~	~	\checkmark		

Getting ready to CSRD



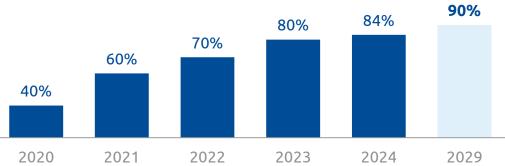
Inter-functional project launched in May 2023 aimed at evolving the sustainability reporting and internal control system to comply with CSRD



Sustainable Finance and its Framework



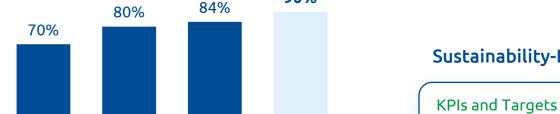
Use of Proceeds



Share of sustainable financing on total committed funding

	Methane Emissions	Scope 1&2 Emissions	Scope 3 Emissions	% Women Manager
2027	-64.5%	-25%	-	27.5%
2030	-70%	-40%	-30%	29%
2032	-72%	-50%	-32%	-

>50% of sustainable finance linked to emissions reduction KPIs



Green Infrastructure: Network for Ren and Low Carbon Gases, CCS, DT&T • Green gases: Hydrogen, Biomethane • Green buildings Sustainability-Linked • Energy efficiency • Full EU Taxonomy assessment on all

- Paris aligned Scope 1-2-3 Targets
- Social target on Gender Diversity

SPO provided by ISS

- **Assessment**: best practice / alignment with ICMA Principles
- Level of ambition: robust/good assessment of KPIs selected

Eligible activities included:

- project categories, including:
- I. Do No Significant Harm (DNSH)
- II. Minimum Social Safeguards (MSS)

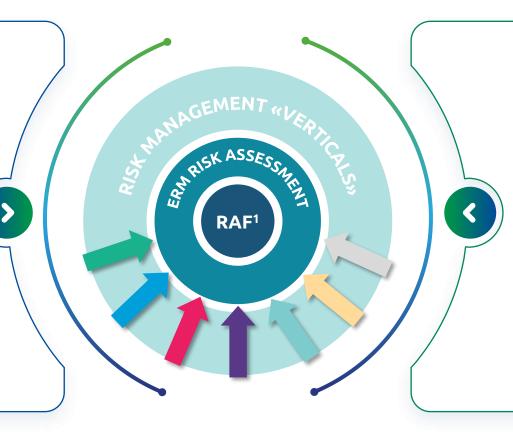
Enterprise Risk Management

Continuous evolution & consolidation



Objectives...

- Higher risk-informed contribution to strategic processes in line with the risk appetite approved by the Board of Directors
- Improved usability and expansion of the informative scope of risk analyses
- Enhanced integration with sustainability strategy & reporting (financial materiality analysis)
- Consolidation of the ERM process in alignment with disclosure requirements (e.g. CSRD)



...into achievements

- Continuous review and monitoring of our Risk Appetite Framework (RAF)
- Evolutions on both methodology and governance of our ERM Risk Assessment, to consolidate its strategic focus and alignment with frameworks, standards and the latest disclosure requirements (e.g. CSRD)
- Consolidation of our Climate Change Risk Management (CCRM) framework, including a progressive evolution from a climate risk to a nature risk approach with the integration of biodiversity risk analyses into our CCRM



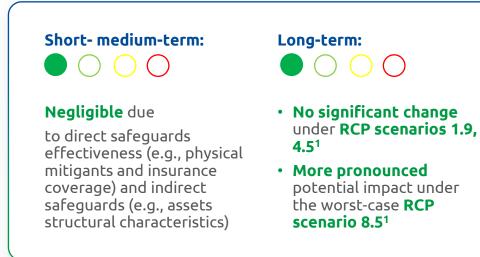
Climate risks analysis

As presented in our Transition Plan



Physical risks exposure of company assets to climatic hazards

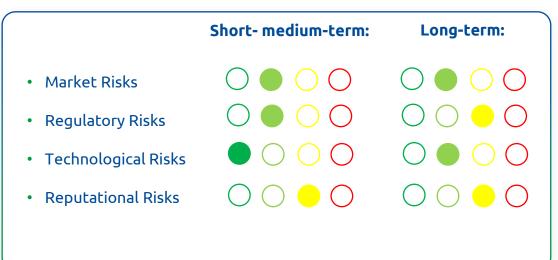
IMPACT



Transition risks and opportunities

political, legal, technological and market risks related to climate change mitigation and adaptation

IMPACT



Negligible physical risk thanks to assets features and safeguards

Limited short and mid term transition risks while longer term risks intensify jointly with significant opportunities

Legend:

Residual severity under the MID Scenario (RCP Scenario 4.5: Progressive intensification of natural phenomena) Low Medium

Critical

High

enerav

to inspire the world

snam



RCP scenario 1.9: Limited climatic evolution RCP Scenario 4.5: Progressive intensification of natural phenomena RCP Scenario 8.5: Significant intensification of natural phenomena

6

Cybersecurity (1/2)

Cybersecurity is fundamental in preventing and managing adverse events that may compromise the confidentiality and integrity of information, the availability of business processes, and, ultimately, the interests of diverse stakeholder groups belonging our society



Projects covered by Security by Design cyber approach: 100% by 2029

Security Intelligence & Security Incident Management Security by design Security Mareness & Training

Security Intelligence & Security Incident Management

The incidents prevention and management mitigate impact on society by ensuring service continuity, protecting personal data, and strengthening stakeholder trust through responsible and sustainable cyber risk management

Cyber Security Incident Management model is adopted to counteract cyber threats, for the year 2024, the Cyber Soc Team Managed:

• 24/7 security monitoring

- 2,219 Cyber Threat Intelligence Alerts
- **63** compromised third parties¹

- 3,857 security events 225 p
 - 225 potentially compromised accounts*

In January 2025, a cyber security insurance has been subscribed with the aim of further improving cyber incidents response and increasing resilience

Security by design

Security by Design enhances trust in digital solutions, which have become essential for business and everyday life, by:

- Ensuring security from the earliest development stages
- Creating a more resilient digital infrastructure
- Spreading the **knowledge of good security** practies
- Promoting ethical and sustainable management to safeguard **societal interests**

For the year 2024, the process was applied to **52** projects



Cybersecurity (2/2)



Cybersecurity is fundamental in preventing and managing adverse events that may compromise the confidentiality and integrity of information, the availability of business processes, and, ultimately, the interests of diverse stakeholder groups belonging our society



Projects covered by Security by Design cyber approach: 100% by 2029

Security Intelligence & Security Incident Management Security by design Security Awareness & Training

Security Awareness & Training

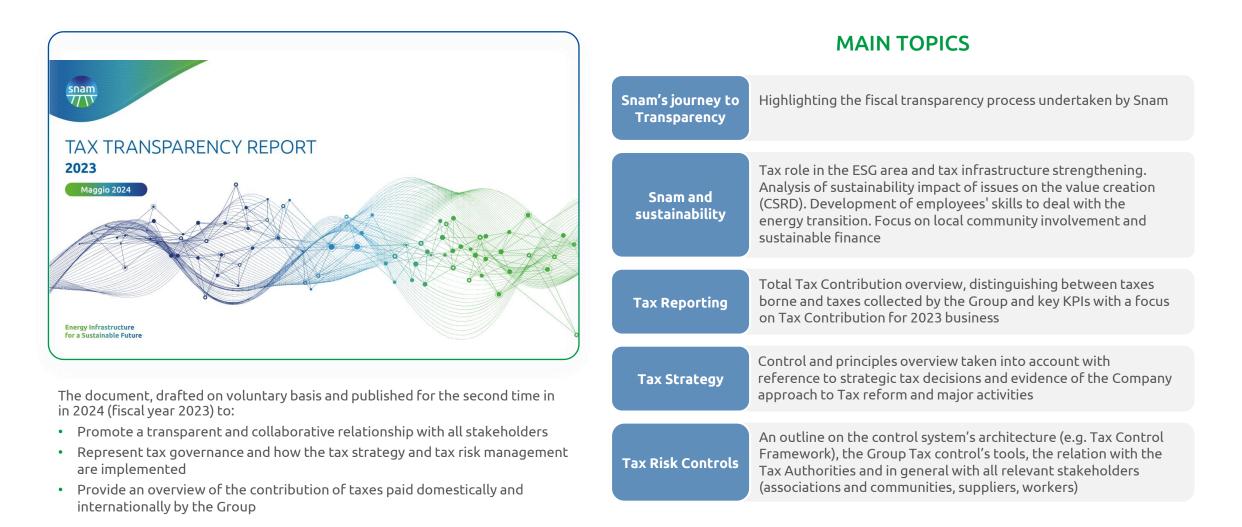
Awareness is essential for shaping informed digital employees capable of using technologies safely and responsibly, thereby actively contributing to sustainable risk management and the protection of collective interests

The human factor is a core aspect for improving cyber security. Initiatives to **increase awareness** performed in 2024 for our people:

- 6 White Phishing campaigns for a total of 23,116 e-mails sent in 2024
- Cyber Security learning course launched and **1,601** trained persons
- 6 communications with awareness infographics
- 18 mass communications sent by the Cyber SOC to inform people on security events
- 11 classroom training sessions for employees of our peripheral offices
- Creation and diffusion of **shared rules** for performing good mass communications via email channel
- Incident management simulations:
 - 1 cyber incident simulation with BOD
 - 2 blue team simulations
 - **8** simulations for our Cyber SOC
 - 1 simulation with Italian and European institutions
 - **5** business resilience simulations
 - 2 mass notification simulations

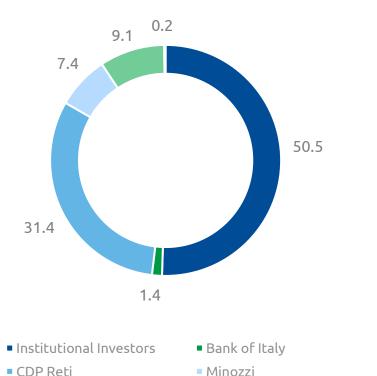
Tax Transparency Report





Shareholders Snapshot, as of August 2024

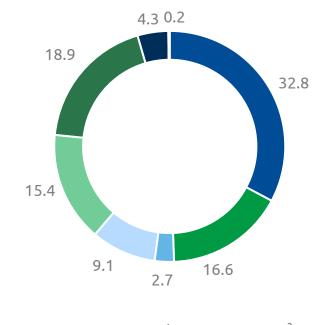




Treasury shares

Shareholders structure (%)

Shareholders geographical break down (%)





ESG investors represent 45% of institutional shares³

- 1. taly-Strategic holders includes Bank of Italy and CDP Reti
- 2. Italy-Retails includes the participation of Romano Minozzi equal to 7.4%

Retail Investors

3. Nasdaq analysis, August 2024

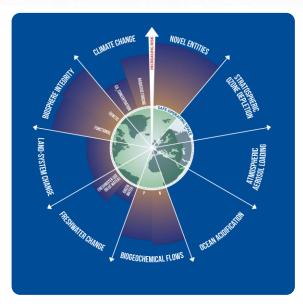
Sustainability Annex



Climate change and biodiversity



The Planetary Boundaries Framework



- Science-based approach developed by the Stockholm Resilience Centre to understand humanity's impact on the Earth at the planetary scale
- **"Boundaries" identify quantitative thresholds**. Crossing boundaries increases the risk of generating large-scale abrupt or irreversible environmental changes
- **Six out of nine** planetary boundaries have been transgressed already

Snam's direct operations impact

RELEVANCE FOR SNAM	
ATMOSPHERIC AEROSOL LOADING	
CLIMATE CHANGE	
BIOSPHERE INTEGRITY BIOGEOCHEMICAL FLOWS	
LEE	

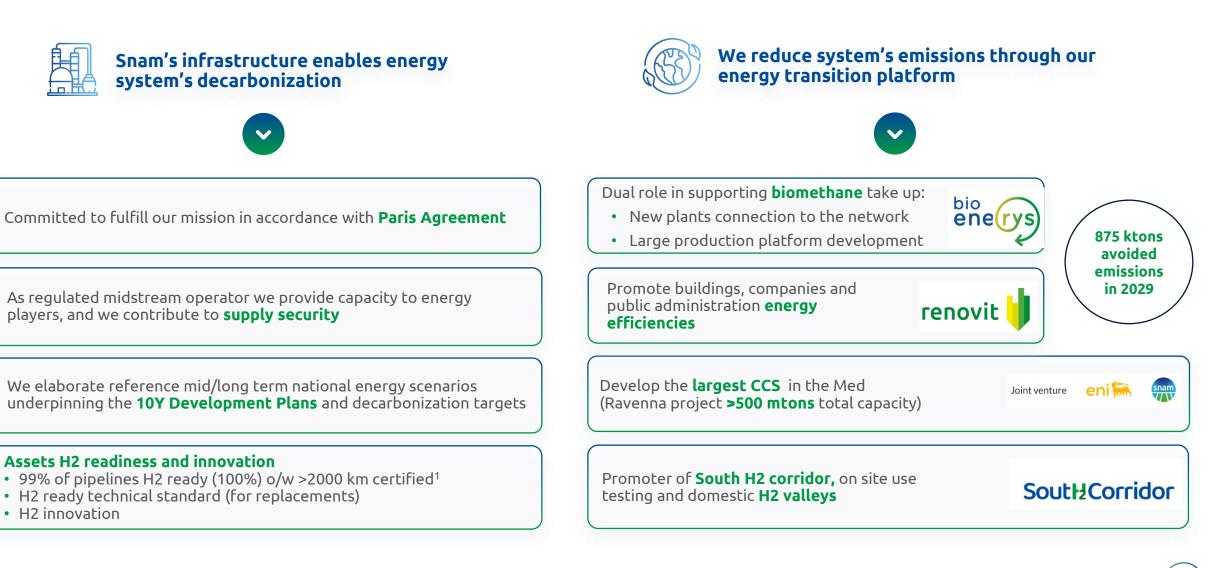
- Our direct operations impact on the planetary boundaries assessed using the SBTN Sector Materiality tool
- Climate change has a high priority
- Medium impact on Biosphere integrity and Land and sea use change, jointly referred as Biodiversity
- No impact on others including fresh water change and ozone depletion

Track record

energy snam

Track record and achievements	 Methane emissions -62%¹ vs 2015 4 years Gold standard by UNEP 2024E¹ Scope 1+2 emissions expected down ~ 25% vs 2022 Zero Net Conversion on biodiversity
Firm commitments on Targets	 By 2030: -40% Scope 1+2 & -30% Scope 3 Carbon Neutrality on Scope 1 and 2 by 2040 and Net Zero on all emissions by 2050 Net positive impact on biodiversity by 2027
Significant resources dedicated to the transition	 Capex 2025-29 and 2030-34: 41% and 48% EU taxonomy aligned Sustainable Finance at 84%² and 90% target by 2029
Credible roadmap	 First TSO In the SBTN corporate engagement program Moody's Net Zero Assessment on our emissions pathway alignment to Pathway alignment to

Decarbonization of the energy system



Sustainability Scorecard 2025-2029

	KPIs	2024 Target	2025 Target	2029 Target		KPIs	2024 Target	2025 Target	2029 Target
Green transition	 Avoided & Captured CO₂ emissions (ktCO₂e) 	105	147	875 ¹		Employees engagement index (%)	>80	>80	>80
	 <u>H₂ readiness length of network certified (km)**</u> 	1900	2400	3000 ²		 Women in exec. and middle-mgmt. roles (%)** 	26	26.5	29.5
	Gas Transportation operational availability (%)	>99	>99	>99	Durali	 IpFG (Combined Frequency and Severity Index)** 	0.47	< min. 3y	< min. 3y
Multi- molecule	 Production of biomethane (Mscm)** 	20	30	-	People	• Gender pay gap (%)			+/- 5
infrastruct.	• Invest. related to the CCS Ravenna Project Phase 1+2 (€	M) 120	178	626		• Participation in welfare initiatives (%)	75	78	82
	Reduction of total natural gas emissions (%) ^{3**}	-57.5	-59.7	-68.5		• Training hours delivered to employees (h/capita)	36	37	42
Carbon Neutrality	• ESG criteria in proc. procedures (% of spending)**	35	40	70		• Benefits for local communities over reg. revenues (%)	~1	~1	~1
	 RES on total electricity purchased (%) 	52-55	70-75	100	Local	 Value released at local communities (€M) 	>1,000	>1,000	>1,000
	 Spending on total procured with decarb. plan from suppliers(%) 	25	35	50	Communit.	• Avg customer satis. rate for service quality (1-10)	≥8	≥8	≥8
Biodiversity & Regener.	Zero Net Conversion by 2024	\checkmark			- 6	Investments in Innovation as % of revenues	3	3	3
	• Net Positive impact by 2027				Transform. Innovation	 PoC and scale of technologies and services (#) 	15(25)	47 (7)	75 (11)
	 Vegetation restored in areas of pipes constr. and new forestation (%) 	99.9	≥100	≥100		 AI enabled IT applications (% of total) Projects covered by <i>Security by Design</i> cyber approach (⁶ 	12 %) 100	16.5 100	40 100
Financial & CO2	• ESG Finance over total funding available (%)			90		 ESG matters discussed at BoD meetings (>40% of BoD a discussed) 	liscussions w	vith ESG to	pic
	CapEx EU Taxonomy-aligned (% of total)			Sustainable	3 rd parties subject to procure. Process on which reputat	ional check	s are		
	Revenues EU Taxonomy-aligned (% of total)			principles	performed (100% of suppliers with reputational checks p	erformed)			
	 Capex SDG-sligned (% of total) 	2027 2 Target Ta	030 2(arget Ta	032		• Italian territory covered by cyber resilience field tested <i>territory covered</i>)	scenarios (100% of Ita	alian
	• Scope 1 and 2 CO2 emissions reduction (% v. 2022)			-50					

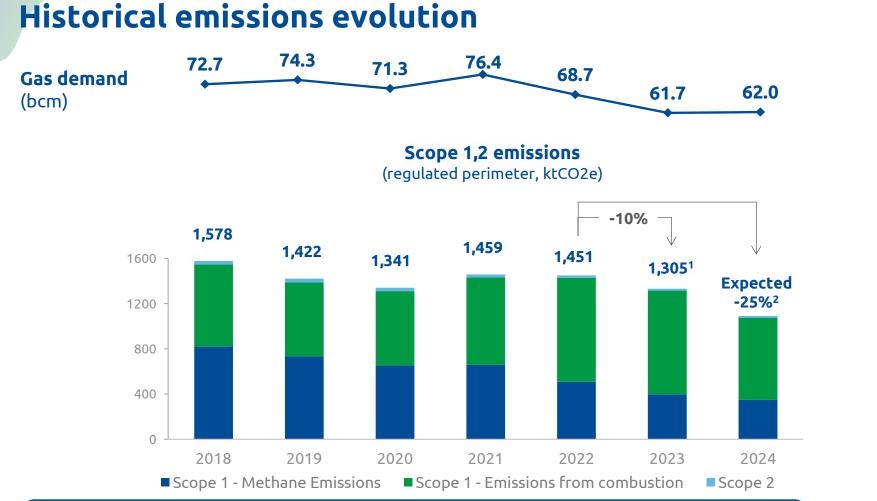
Legend:

- KPI reviewed vs scorecard 2024-2027
 - 1. CCS project subject to Final Investment Decision (FID);
 - 2. Target unchanged vs 2027 (project ending in 2026)
 - 3. Targets including Edison Stoccaggi and FSRU. 2025 figures would be 64.6% "like for like" with previous years
 - ** KPI undergoing Appointments and Compensation Committee's approval & KPI in IMA/IALT or ESG Finance Framework

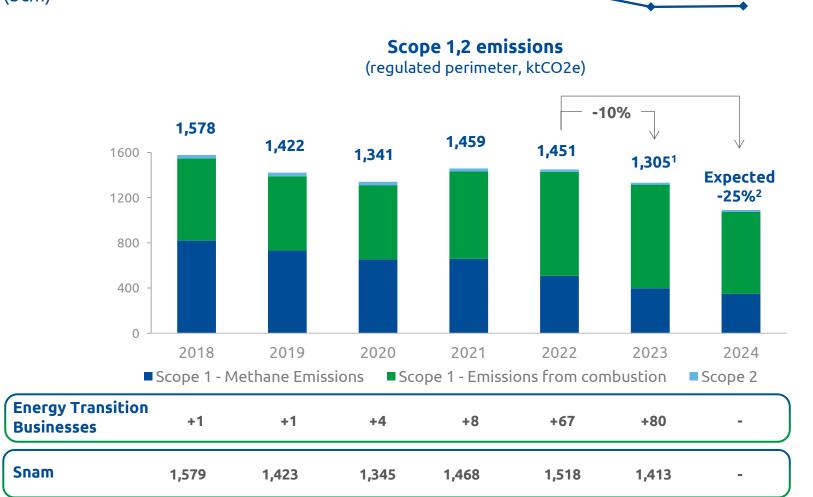
Snam winner of the 2023 Award for the Non Financial Reporting Statement

Road to Carbon Neutrality







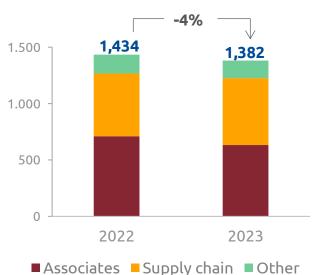




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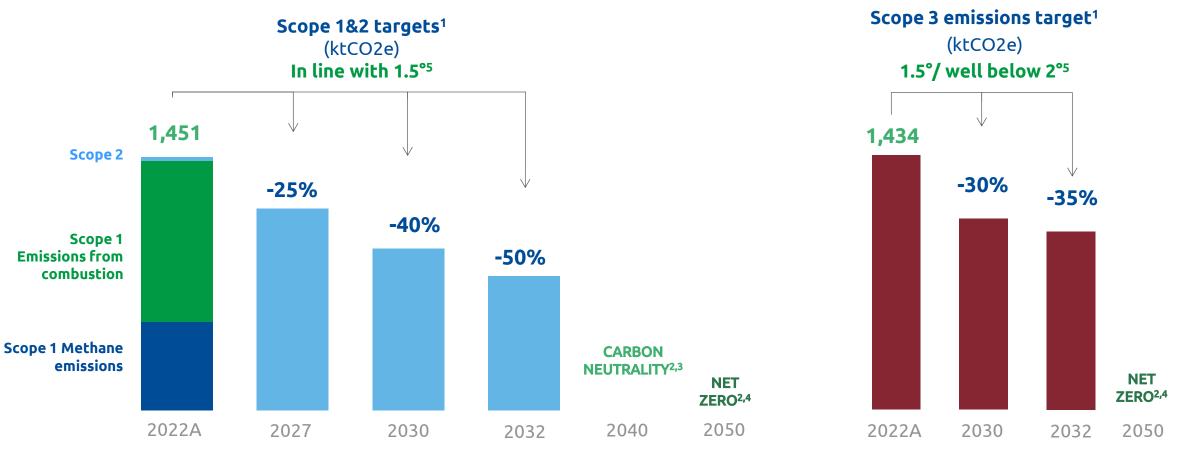


Regulated perimeter aligned with the target (without FSRU); 1,333 ktCO2e full regulated perimeter 1.

2. On baseline 2022 adjusted (~1.500 kton)

3. The figure of 2022 Scope 3 regulated emissions is restated as it takes into account the emissions contribution of SeaCorridor (purchased in 2023)

Emissions reduction commitment across operations and value chain



Carbon neutrality by 2040 and Net Zero by 2050

On Regulated perimeter as of 2022
 On full Snam Group perimeter

3. CARBON NEUTRALITY: requires to fully offset the residual emissions

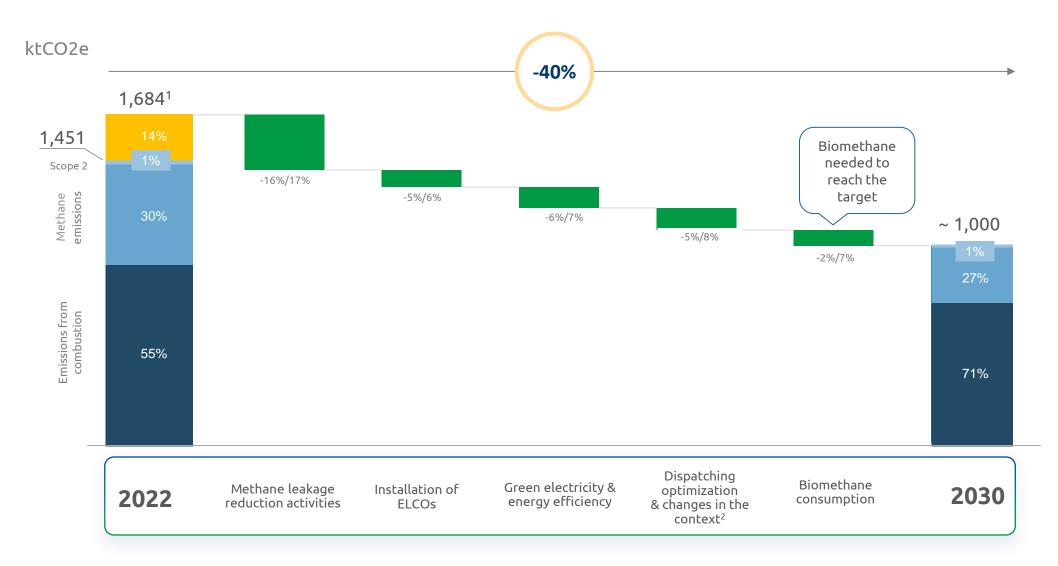
4. NET ZERO: requires at least -90% emissions vs base year and the neutralization of residual emissions through permanent carbon removals

5. Based on SBTi general methodology

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Scope 1 & 2 emissions – roadmap to 2030





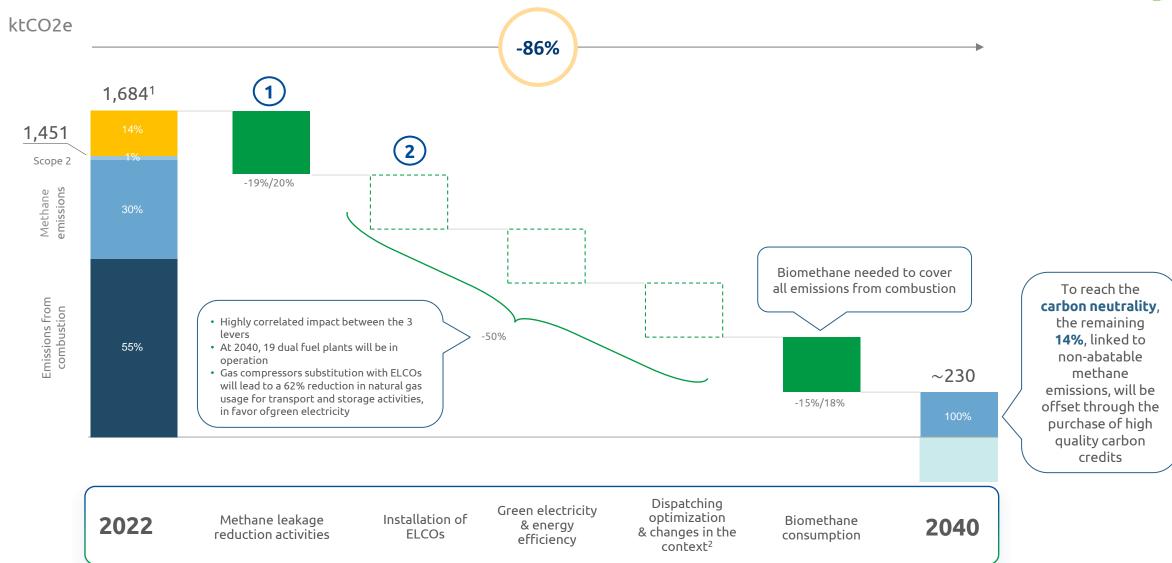
1. Baseline restatement: Ravenna FSRU as per July 2024, Piombino FSRU and Sulmona compression station as per October 2024

2. Differences in gas demand, stored and regasified gas, including flows direction vs 2022

78

Scope 1 & 2 – roadmap to 2040





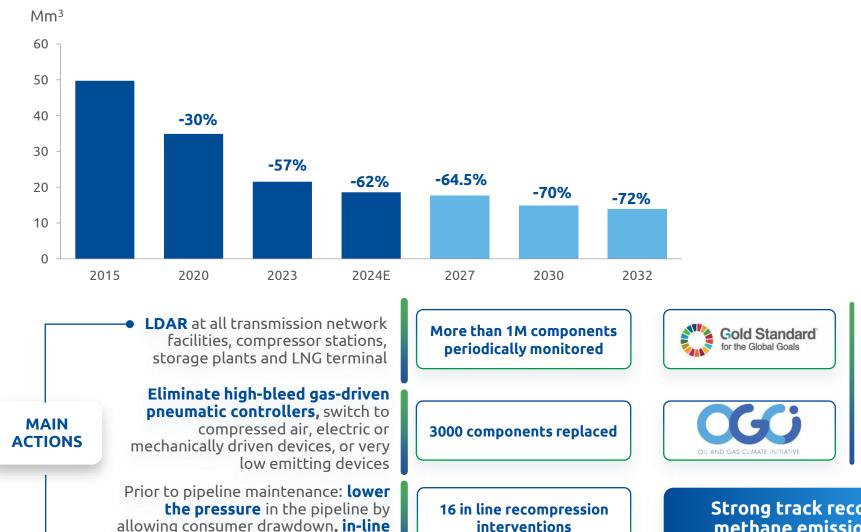
1. Baseline restatement: Ravenna FSRU as per July 2024, Piombino FSRU and Sulmona compression station as per October 2024

2. Differences in gas demand, stored and regasified gas, including flows direction vs 2022

) Methane emissions reduction achievements and targets

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Replacement plan launched in 2015 to reduce methane emissions, implementing best practices and seeking new solutions / technologies



• recompression instead of venting

(Oil and Gas Methane Partnership) for the fourth consecutive year Part of the Oil and Gas Climate Initiative which strives to reach near

zero methane emissions from oil and gas assets by 2030

Gold Standard by the United Nations

Environment Programme OGMP 2.0

Strong track record and ambitious targets on methane emissions ahead of OGMP requests

2 Investing in dual fuels to reduce combustion emissions





Electric compressors units Replacement Plan²

Impact on	+3 gas compressors units to be replaced with ELCOs
2027 Target	~40 MW installed capacity
Impact on	+5 gas compressors units to be replaced with ELCOs
2030 Target	~70 MW installed capacity
Impact on 2032 Target	 +3 gas compressors units to be replaced with ELCOs ~50 MW installed capacity
Impact on	+10 gas compressors units to be replaced with ELCOs
2040 Target	~200 MW installed capacity

Average emissions reduction per plant: 22 ktonCO2e

Roadmap to install electric compression units

 The investment plan considers also the replacement of 3 ELCOs, already supplied with green electricity, with more efficient ones, thus reducing energy consumption but not GHG emissions. For this reason, those ELCOs are not accounted for within the ones with impact by 2027, 2030, 2032 and 2040

2. The replacement plan will be optimized on the back of the evolution of physical flow scenarios and to optimize the dispatching

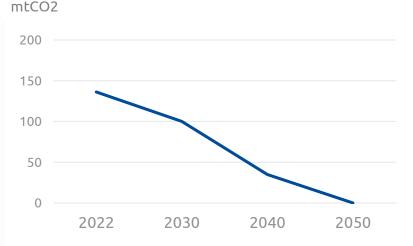
Our view on Scope 3 emissions







Estimated net¹ emissions evolution of methane consumed in Italy



Estimates of emissions resulting from the use of methane consumed in Italy based on the evolution of the long term scenarios

Current scenarios confirm emissions dropping to Net Zero

According to GHG Protocol:

- Supply chain
 - **Category 1:** Purchased goods and services
 - Category 2: Capital goods
 - **Category 4:** Upstream transportation and distribution
 - **Category 5:** Waste generated in operations
 - **Category 8:** Upstream leased assets
- Associates: Category 15: Investments
- Other emissions
 - **Category 3:** Fuel and energy-related activities not included in Scope 1 or 2
 - Category 6: Business Travel
 - **Category 7:** Employee commuting
- New categories only for regulated business: 11 use of sold products and 13 Downstream Leased Assets

Snam is a regulated transmission system operator (TSO), complies with European and Italian regulation and has to grant security of supply and undiscriminated access

Activities are regulated by an independent regulatory agency which defines contractual terms and tariffs

Snam regulated businesses do not sell, produce or own methane molecules but sells transport, storage and regasification capacity



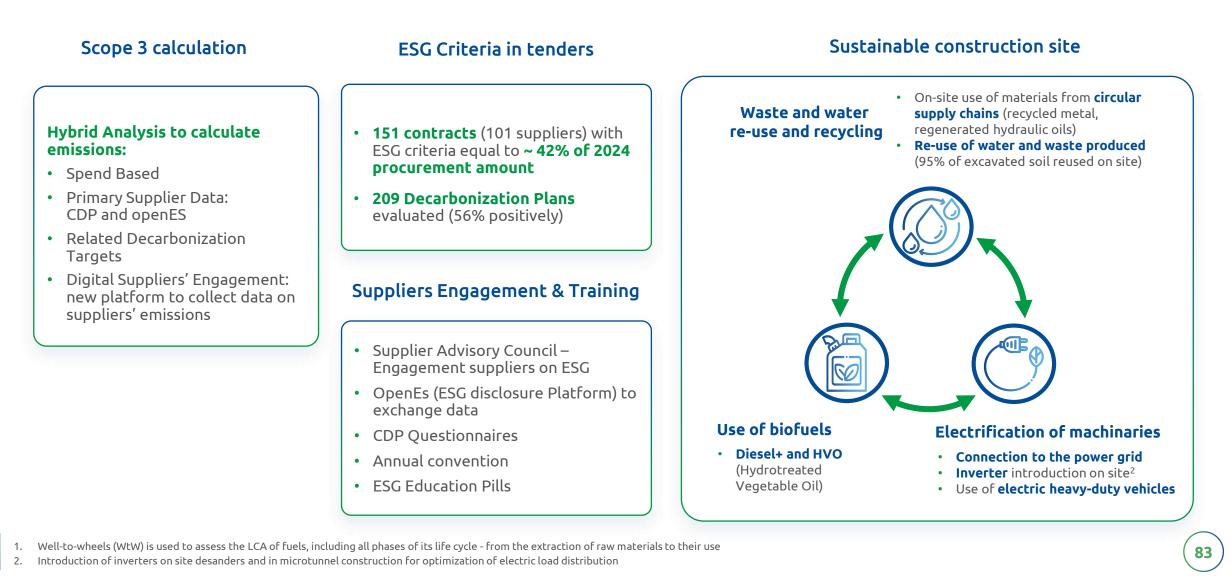
The emission related to the use of methane capacity are outside of Snam's control and without any direct or indirect reduction lever

Including CCS contribution

Supply chain decarbonization



Raise awareness about climate change, supporting innovation and contribute to promoting a sustainable development model



2 Associates decarbonization pathways



Associates with public commitments

Most of our associates have defined and approved emission reduction plans and decarbonization targets, similar to Snam

Key reduction levers are:

- Green gases use and electric compressors installation to reduce CO2 emissions from combustion
- Renewable sources use
- LDAR (Leak Detection and Repair) programmes implementation to reduce fugitive emissions

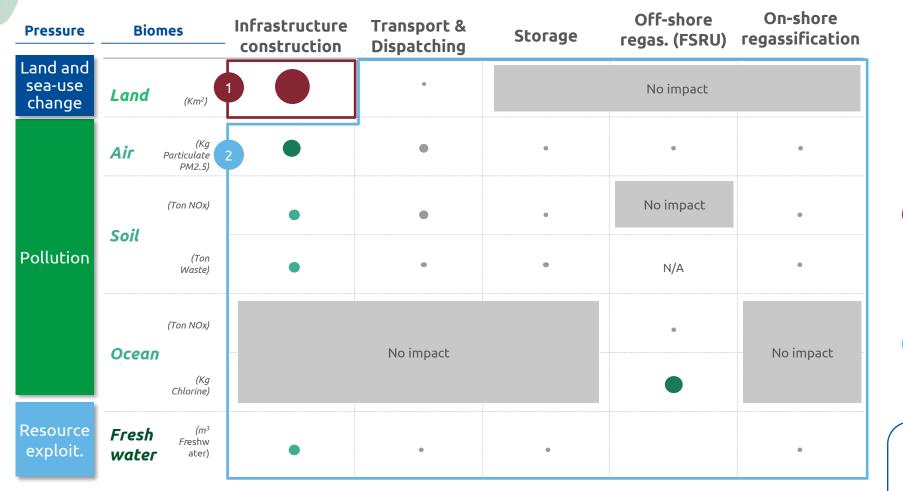
- (Ω) τerēgα	Scope 1,2 & 3: -34% by 2030 vs 2021 CH4:-36% by 2025 vs 2017 Carbon neutrality by 2050 Moody's Net Zero Assessment
δesfa	Scope 1 & 2: -50% by 2030 vs 2018 Carbon neutrality by 2040
Trans Adriatic Pipeline	Scope 1 & 2: -5% by 2025 vs 2022 CH4:-8% by 2025 vs 2022 Carbon neutrality by 2050
I Italgas	Scope 1 & 2: -42% by 2030 vs 2020 Net Zero by 2050
DE NORA	Scope 1 & 2: -25% by 2027 and - 50% by 2030 vs 2022

Biodiversity & Regeneration





Nature footprint analysis



Infrastructure construction: only material impact on nature is "Land-use change"

Legend: Impact normalization:

High (4) Very High (5)

Based on most recent SBTN guidance (to be confirmed in validation process):

> Infrastructure Construction has a material impact on Land Usage, while other pressures have no material impact across the value chain

All Operations (T&D, Storage, offshore & onshore regassification) do **NOT** have a material impact on Nature

+ Biodiversity Risk («outside-in»)

Within its ERM Framework, Snam is defining a dedicated approach for the analysis of biodiversity risks, integrated with Climate Change Risk Management (CCRM) and in alignment with key frameworks and standards such as the TNFD.

This framework will complement Snam's existing analysis on biodiversity impacts ("inside-out") and climate risk ("outside-in").

The related results will be disclosed in the 2024 Integrated Report.

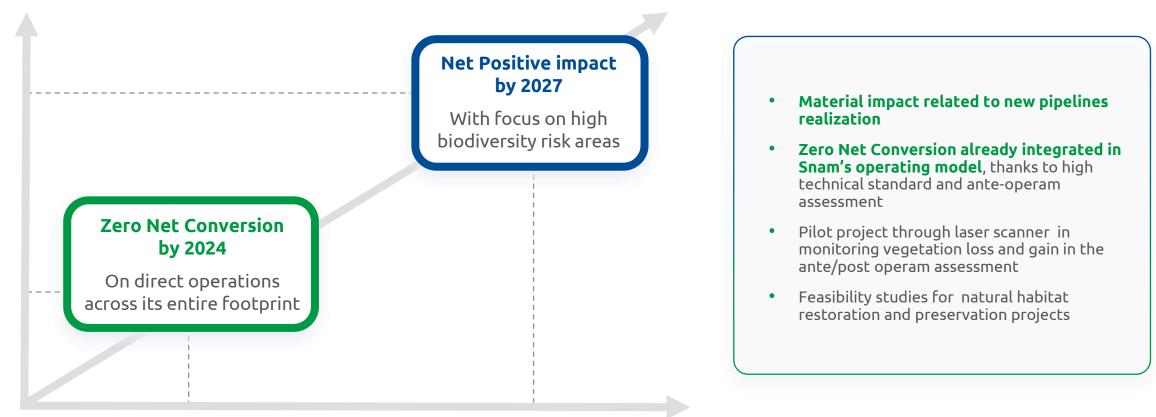
86

Positive impact on Nature by 2027



First pure infrastructure player globally to join SBTN Corporate Engagement Program





Snam People

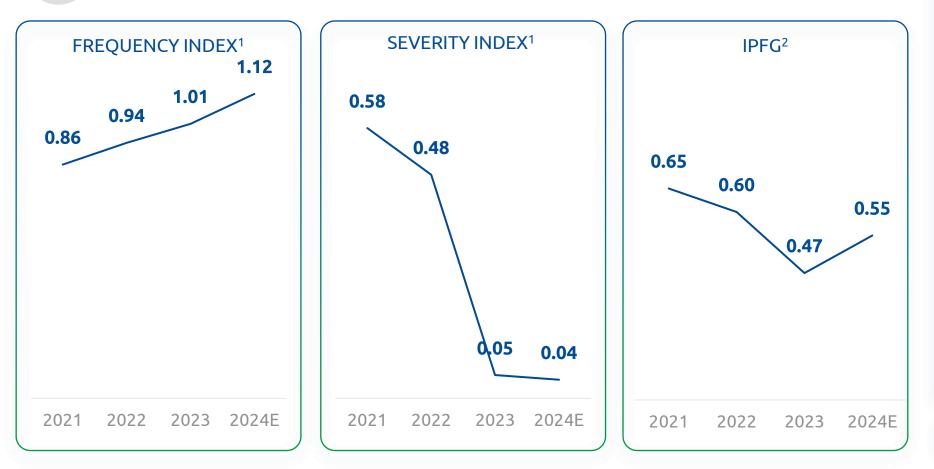


Health & Safety





IpFG (Combined Frequency and Severity Index) < min. 3y by 2029



Snam4safety project launched in 2018 to strengthen the safety culture and awareness of employees, contractors and suppliers

In 2024:

- Training courses on safety leadership and expansion of the perimeter of workers involved
- Increase of Construction sites visits (+24% yoy)
- Increase of suppliers' safety workshop carried out (+5% yoy)
- Specific initiatives on energy transition businesses for fostering the safety culture
- Safety certification ISO 45001:



Zero accidents target

. Employees + Contractors

2. Combined Frequency and Severity Index

Training



Initiatives to develop skills aligned with a constantly evolving work environment, such as the use of advanced technologies and innovative work procedures. Beyond the traditional role of skill dissemination, training aims to create awareness and empower employees regarding the company's goals and strategies

MAIN

PROJECTS

>



Training hours delivered to employees: 42 h/capita by 2029

Snam Institute: the in-house Academy

Training hub, a driver of change and innovation, and a generator of potential, was created by listening to the **needs** of the business to **enhance** the skills of our people and **supporting** them in developing their **professional identity**



Technical Faculty

The **Technical Faculty** enables the sharing of Snam's unique expertise, ensuring generational knowledge transfer and supporting internal trainers

Transformative skills: Digital & Innovation and Sustainability

Snam Institute drives transformative skills aligned with strategic goals. The **Sustainability Days**, engaged employees in webinars and workshops on energy transition challenges, with 337 total participations. The **Digital & Innovation Journey** used an online game to explore digital skills and design a two-year development plan, fostering innovation and growth

Leadership Development Programs

In 2024, Snam delivered tailored Leadership Development Programs involving over **400 colleagues**. These initiatives enhanced **strategic managerial skills**, strengthened **organizational culture**, and promoted **collaboration**. Among these, the **Skill-Up Program**, engaged all **under-35 employees** across the company, focusing on upskilling transversal competencies and fostering connection and relationship-building

Diversity & Inclusion & employees engagement index





Gender pay gap between +/- 5% by 2029 Employees engagement index: >80% in 2029



Policy framework completed on diversity & inclusion, gender equality, recruiting, harassment and gender transition

- **DE&I initiatives**: Inclusion month, e-learning pills, training programs on unconscious bias, diversity project with Snam suppliers, joint ESG roadshow with Snam Foundation to engage all employees (4 events organised), coordination of Employees Resource Groups supporting our DE&I roadmap on parenthood, disability, LGBTQ+, STEM, gender & generations, Snam4diversity Talks
- Bloomberg's Gender-Equality Index: Snam included for the 4th year



2027

2024

Employer branding, hiring, development, retention and training: actions on HR processes in order to improve progressively gender balance, especially in operational departments (a STEM perimeter for SNAM has been set)

- **Policy framework** complete policies in order to facilitate parenting/family caring and careers
- **DE&I initiatives**: continue communication&training initiatives as above
- Bloomberg's Gender-Equality Index

2024 Survey & main themes

- 1. Sustainable Engagement
- 2. Well-being
- 3. Purpose, Drive and Trust
- 4. Diversity, Equity and Inclusion
- 5. Work, Organization and Efficiency
- 6. Empowerment and Innovation
- 7. People
- 8. Supervisor
- 9. Development and Rewards
- **10.** Retention



Response rate

87%

Engagement & Local Communities

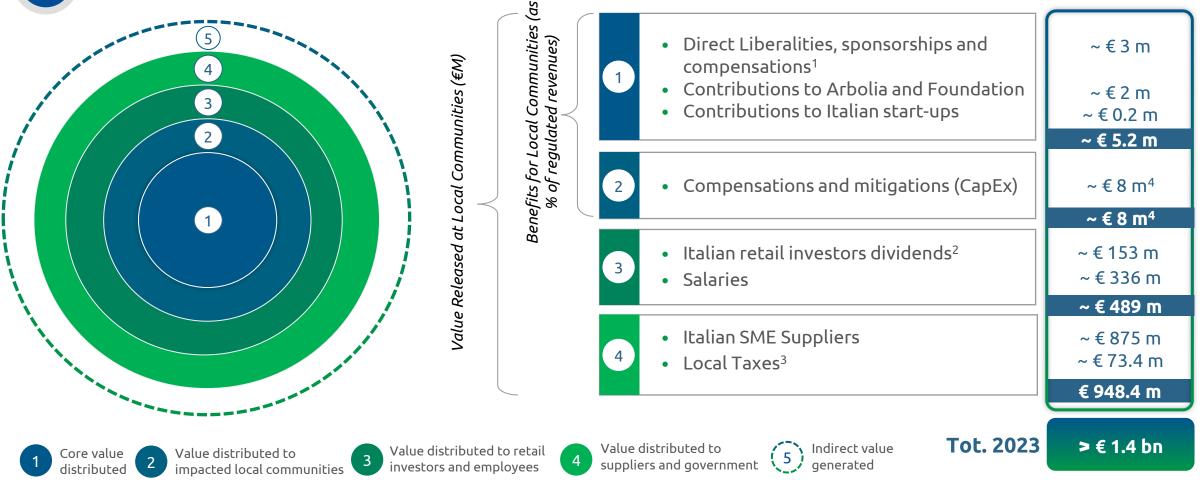


Local Communities





Benefits for local communities over reg. revenues ca 1% Value released at local communities > € 1 bn



1. From Income statement

2. Based on Italian Retail Investors at 16.2% (FY 2023), a total number of shares of 3,353,613,230 and a dividend per share in 2023 of 0.2820€

3. Included TARI, IMU and IRAP

. Includes SRG and STOGIT "Oneri compensazioni ambientali" and "Sistemazione a Verde"; the figure is to be considered a partial of total "Compensations and mitigations"

Just transition











• **People** is a pillar of Snam's Strategy

- Ambition: Empower all Snam's People supporting their aspirations and fostering social and personal wellbeing while always ensuring Health & Safety
- Low workforce impact from energy transition, minimal need for re-skilling/up-skilling
- KPIs included in the scorecard by 2029
 - Women exec. & middle-mgmt at 29.5%
 - Gender pay gap¹ between +/- 5%
 - Combined Frequency and Severity Index < min 3y

• Local community is a pillar of Snam's Strategy

- Ambition: Keep generating value for local communities, acting as a 'System Operator' and reinforcing engagement by listening to local needs
- KPIs included in the scorecard by 2029
 - Value Distributed at the Regional Level >1€bn
 - Benefits for local communities over regulated revenues at ca 1%

"3P approach...

Energy Poverty

Education Poverty

Food Poverty

...implemented through 3 levers"

Volunteering

Educating

Financing

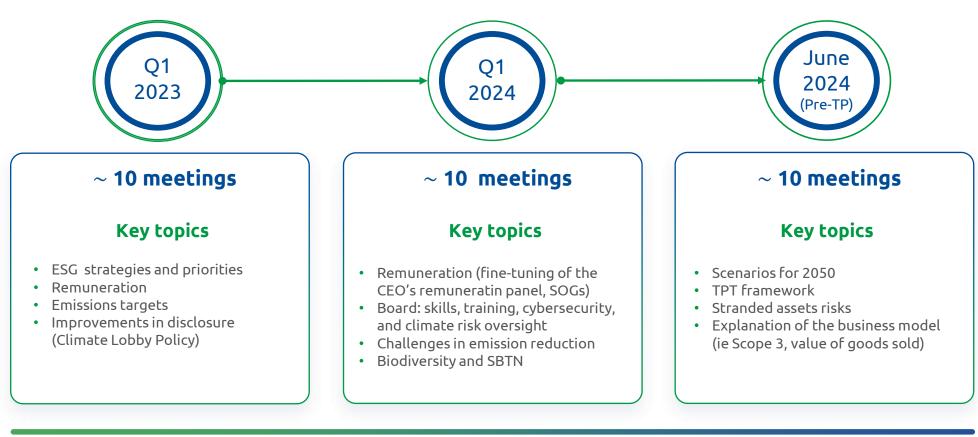
Engaging with all stakeholders



400 >200 investor met in Value chain 2024 Meetings with **National** and **Local** • H2 and CCS market test to assess appetite in Extensive engagement, Institutions in 2024 including for the Italy and neighboring countries Transition Plan Hydrogen valleys: IdrogeMO, Puglia Hydrogen Valley • H2A industries partnership to test H2: **European and International** Regulator, • Lease containerized electrolysis systems (plug-and-Institutions through consultations play) to carry out pilot tests in production plants and processes • 8 EU public consultations • Tenaris and Tenova partnership for the utilization of green hydrogen to fuel a reheating furnace >25 meetings with European Institutions, trade associations and think tanks • Support and promote suppliers' emissions • >60 meetings with members of state and reduction (ESG criteria into scoring model for government, diplomatic representatives, > 400 tenders) authorities, and multilateral clients organizations

Shareholders Engagement





Board Engagement focusing on...



Key partnerships

Snam's dedication to ethical business conduct includes its approach to lobbying and associations. In 2023, Snam introduced a Climate Lobbying Policy, outlining the principles underlying the Group's climate strategy, advocacy position and affiliations with associations: the six Key Climate Advocacy Drivers





Snam Foundation





Key areas of work across the 3Ps: Implementation of the new social impact evaluation system and the new procurement process, release of the volunteering policy, launch of the Rete Territoriale of Snam Foundation, release of the new website, development of new local NGO partnerships

Main project for each Poverty:

- Energy Poverty Energia in periferia
- Educational Poverty Donare per Imparare
- Food Poverty Insieme per gli altri

2025

Key areas of work across the 3Ps: Implementation of new projects aligned with the priorities expressed by stakeholders, refresh of corporate volunteering initiatives with a focus on social fundraising, refocusing of educational poverty initiatives on youth green skills

Main project for each Poverty:



📀 Energy Poverty – Energia in dono

Educational Poverty - Green Skills Academy

Food Poverty - Accompagna una famiglia

~ € 1.49 M
Projects expenses & costs

2024

Number of projects for

each region

9 Projects

Over 55.000 Beneficiaries

~100 Partners

Over 1.800 Participating volunteers

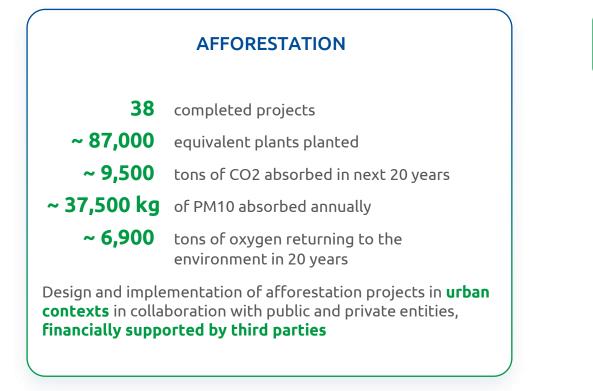
Over 6.000 Hours donated

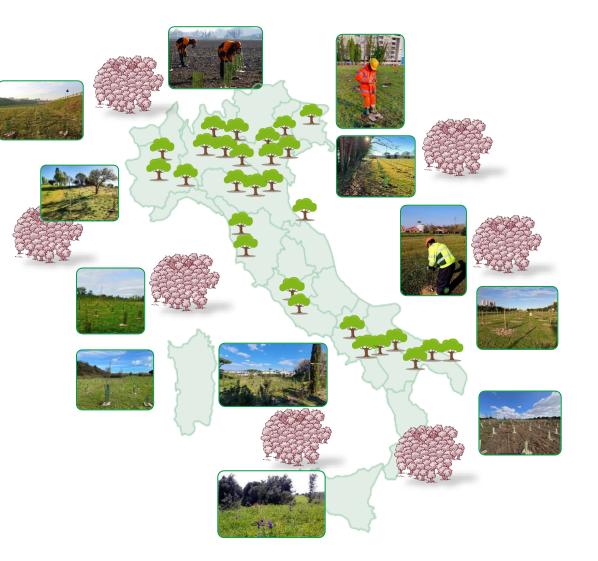
~ 2.000 Snam assets donated

~ **19.000** Training hours

Arbolia – A benefit company to develop new green areas in Italy

Benefit company owned by Snam, creates new green areas in Italy, contributing to the fight against climate change, improving air quality, enhancing life in cities, and promoting sustainable development





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Disclaimer



Luca Passa, in his position as manager responsible for the preparation of financial reports, certifies pursuant to paragraph 2, article 154bis of the Legislative Decree n. 58/1998, that data and accounting information disclosures herewith set forth correspond to the company's evidence and accounting books and entries.

This presentation contains forward-looking statements regarding future events and the future results of Snam that are based on current expectations, estimates, forecasts, and projections about the industries in which Snam perates and the beliefs and assumptions of the management of Snam.

In particular, among other statements, certain statements with regard to management objectives, trends in results of operations, margins, costs, return on equity, risk management are forward-looking in nature.

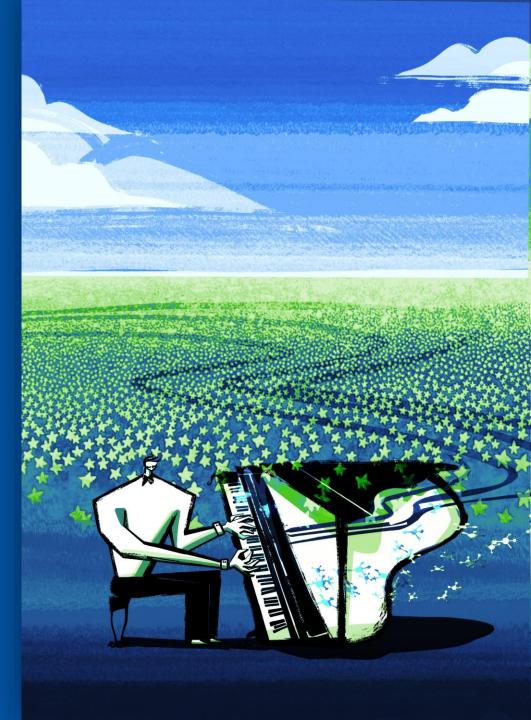
Words such as 'expects', 'anticipates', 'targets', 'goals', 'projects', 'intends', 'plans', 'believes', 'seeks', 'estimates', variations of such words, and similar expressions are intended to identify such forward-looking statements.

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energy to inspire the world

ΤΗΑΝΚ ΥΟυ

Sinfonie del Futuro by Dario Licata Winner of the contest *Disegnando il futuro*

A visual metaphor expressing Snam's mission, which is to transform the transport of energy into a sustainable symphony, connecting technology and nature for a better world.